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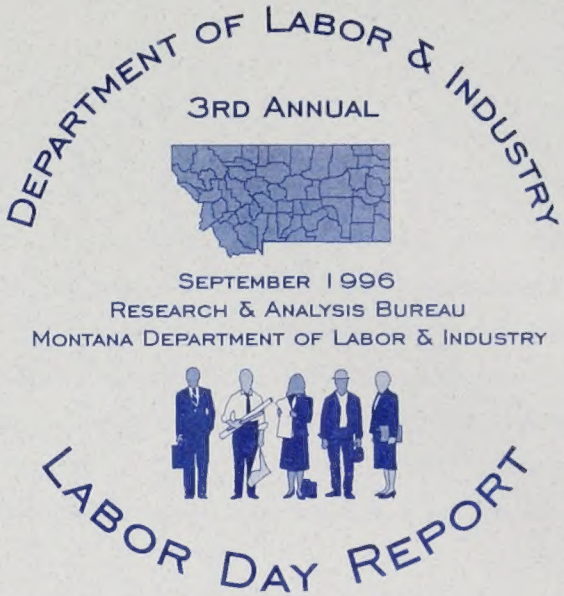

Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Laurie Ekanger, Commissioner

For more information, contact:
Research & Analysis Bureau
Dept of Labor & Industry
PO Box 1728
Helena, MT 59624
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Internet: http://jsd.dli.mt.gov/lmi/lmi.htm

We will do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.

FROM THE GOVERNOR

OFFICE OF THE GOVERNOR
STATE OF MONTANA

MARC RACICOT
GOVERNOR

STATE CAPITOL
HELENA, MONTANA 59620-0801

Friends:

Once again, the approaching conclusion of summer brings the annual celebration of Labor Day. And for those of us within state government it brings the third annual opportunity to present a statistical look at the continually developing economy and work force of our special state.

We began this annual presentation of statistical data three years ago as an effort to open government's vast store of information and data to all Montanans and to help all Montanans achieve a broader understanding of our constantly changing economy.

Technology may bring changes that seem to threaten some. But, more importantly, the fast-flowing stream of change that flows through our dynamic American society today also offers an infinite array of opportunities for students, for workers, for employers and entrepreneurs to shape their own economic destiny, instead of being its victims.

However, to master the changes we must first understand the changes. And this comprehension is what we hope this annual publication will help bring about--among teachers, students, guidance counselors, parents, researchers, librarians, employers and Montana's hard-working laborers, whom we once again honor with this Labor Day Profile of the Montana Worker. I want to thank the Department of Labor and Industry, Commissioner Laurie Ekanger and that Department's conscientious employees for their imagination and dedication to this effort at individual empowerment as we approach the next millenium.

Sincerely,

Marc Racicot

MARC RACICOT
Governor

TELEPHONE: (406) 444-3111 FAX: (406) 444-5529

DEPARTMENT OF LABOR AND INDUSTRY

COMMISSIONER'S OFFICE

MARC RACICOT, GOVERNOR

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HELENA, MONTANA 59624-1728

August 29, 1996

Dear Reader:

Once again we are proud to provide you with the Montana Department of Labor and Industry's annual *Labor Day Report — Profile of the Montana Worker*. Our intent is to present data relating to the workers and employers of our state in an easily-interpreted and interesting format. The OVERVIEW section will highlight some of the significant changes occurring over the year and will indicate some points to keep in mind as you peruse the report.

We appreciate your comments and ideas. If you have suggestions for improvements or additions, please contact our Research & Analysis Bureau (address: P.O. Box 1728, Helena, Montana 59624; telephone: 406-444-2430; fax: 406-444-2638; e-mail: jpeacock@jsd.dli.mt.gov).

For those who are interested in the numbers behind the charts and graphs, most of the data series are available in various publications from our department and the U.S. Departments of Labor and Commerce. Much of Montana's current labor market information data and several of our publications are available on the Internet at *http://jsd.dli.mt.gov/lmi/lmi.htm*.

We hope you find the third annual *Labor Day Report* informative and thought-provoking.

Sincerely,

Laurie Ekanger

Laurie Ekanger
Commissioner

"AN EQUAL OPPORTUNITY EMPLOYER"

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Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana's population, employment, and income continue to grow. The U.S. Bureau of the Census estimated Montana's 1995 population at just over 870,000, up 14,000 from 1994 (1.6%). Employment as measured by nonagricultural payroll jobs increased at a faster rate, 3.1 percent, or over 10,000 jobs.

Montana total personal income increased by about 6 percent in 1995, double the inflation rate. Average income per person, per capita (personal) income, increased by more than 4 percent, also above inflation. The growth in employment, and in per capita income above inflation, indicates that the economic welfare of Montanans generally increased in 1995.

The population for Montana increased by about 70,000 between 1990 and 1995, or roughly 9 percent. This growth rate exceeded the national average for this period. The experience of the 1990s is in sharp contrast to the 1980s, when total Montana population only increased 12,400.

The growth in the 1990s has been uneven within Montana, however. Between 1990 and 1995, 17 of Montana's 56 counties, or 30 percent, lost population while 39 others experienced growth. Most of the counties losing population are in the eastern third of the state. Twelve counties (mostly in the western third of the state) experienced more than 10 percent population growth, while most others grew less than 5 percent. Ten counties grew at a rate between 5 and 10 percent.

Population and employment changes are linked. Therefore it is not surprising that employment increased in the 1990 to 1995 period. Nonagricultural payroll jobs increased overall by about 53,000 jobs, or 18 percent. The increase in total employment, which includes additional employment in agriculture and from self-employment, more closely paralled the population increase of 9 percent. Nonag payroll job increases were concentrated in services, retail trade, and

construction.

There is a difference between a service industry job and a service occupation job. It is important to note that not all the service sector jobs that increased were low wage. It is true that service occupations such as food service or room cleaners are generally low wage. However, a particular service industry such as legal services may have very few service occupations within it. Occupations contained in this industry are lawyers, legal assistants, etc. Therefore, it is not a low wage service industry. In fact, it is a high wage sector, with Montana wages of about $31,000 per year. For the period 1990 to 1995, high wage service industry sectors (annual wages greater than the national average wage of $26,939) that grew included: engineering, accounting, management, and research services; insurance carriers; non-bank credit institutions; securities brokers; and legal services.

Personal income figures can also be revealing because they are more inclusive than data for wages, which exclude significant income for some segments of society. Personal income not only includes wages and salaries (about half of personal income), but also counts property income such as rent, interest, and dividends along with transfer payments, such as retirement income and Medicare disbursements.

Dividing total personal income by population, and adjusting for inflation shows average Montana real per capita personal income increasing by 8 percent over the 1990 to 1995 time period. This represents an increase, on average, in the standard of living of Montanans.

Profile of the Montana Worker

Who We Are . . .

Profile of a Montana Worker

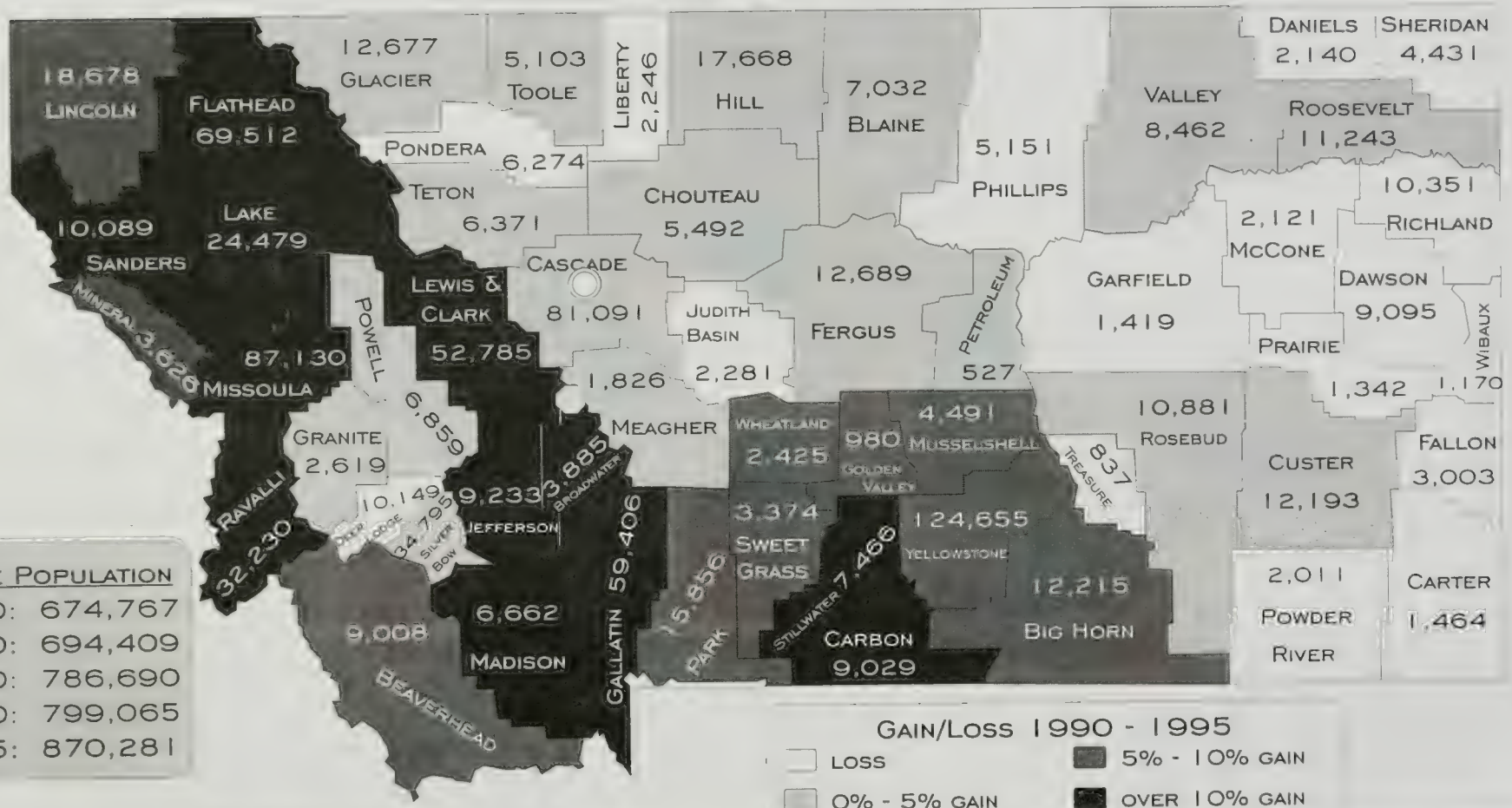
The average Montana worker . . .

- is 35-44 years old
- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services sector [as a bookkeeping/accounting clerk, registered nurse or teacher] or the wholesale/retail trade sector [as a retail salesperson, cashier or waiter/waitress]
- earns $20,522 per year
- is married with a working spouse and one child residing at home
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1995 CPS, LAUS, OES, ES-202 & CES series and US Dept of Commerce, BEA
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Population Estimates

1995



State Population

1960:	674,767
1970:	694,409
1980:	786,690
1990:	799,065
1995:	870,281

Gain/Loss 1990 - 1995

- Loss
- 0% - 5% gain
- 5% - 10% gain
- Over 10% gain

1990 - 1995 State Population Gain: +8.9%

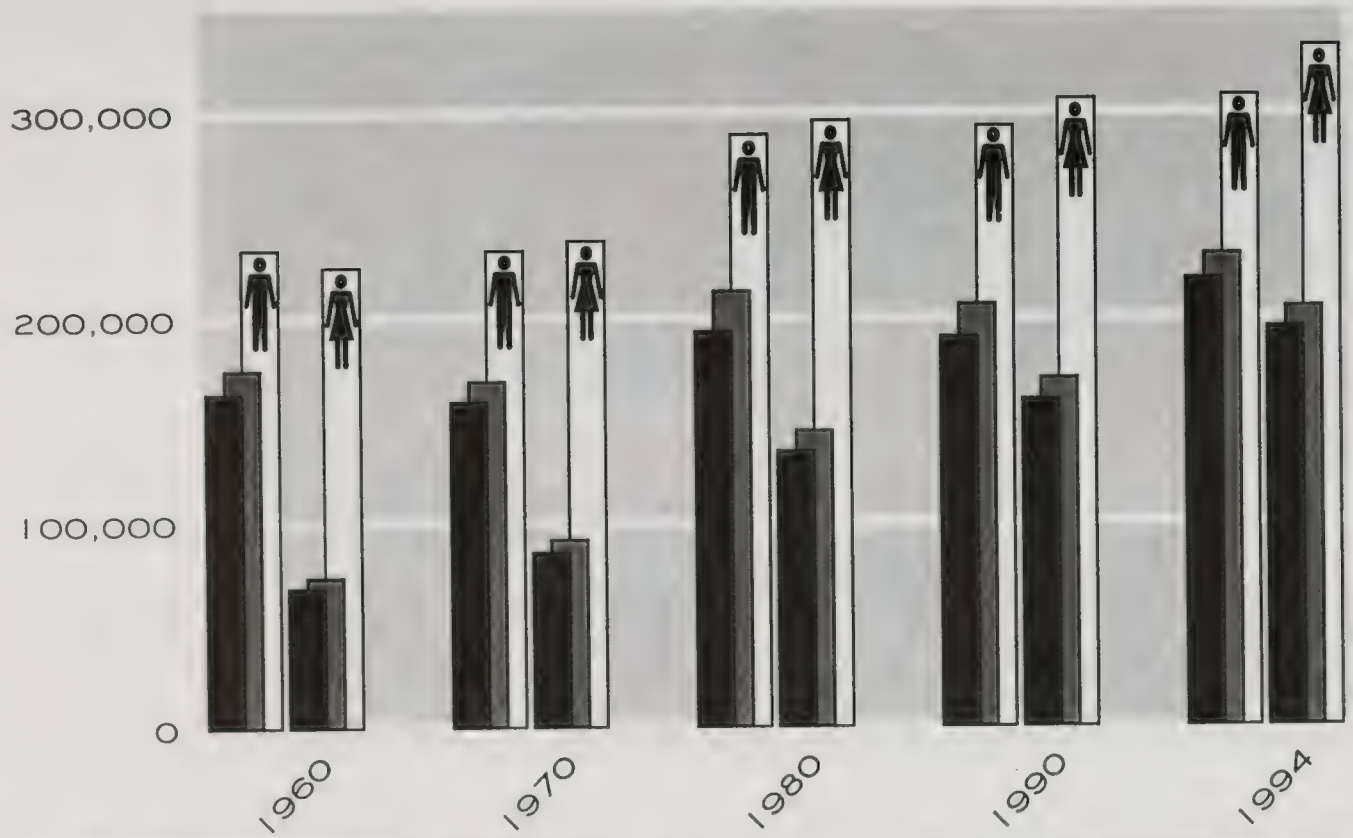
Geographic Center of Population

1970 1990

Data from US Bureau of the Census and Bureau of Business & Economic Research, U of M
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Montana Men and Women

in the Labor Force



Employment
Civilian Labor Force
Population

	Civ Labor Force	
Year	Men	Women
1960	174,718	73,355
1970	169,071	91,578
1980	213,143	144,703
1990	206,528	170,412
1994	231,000	205,000

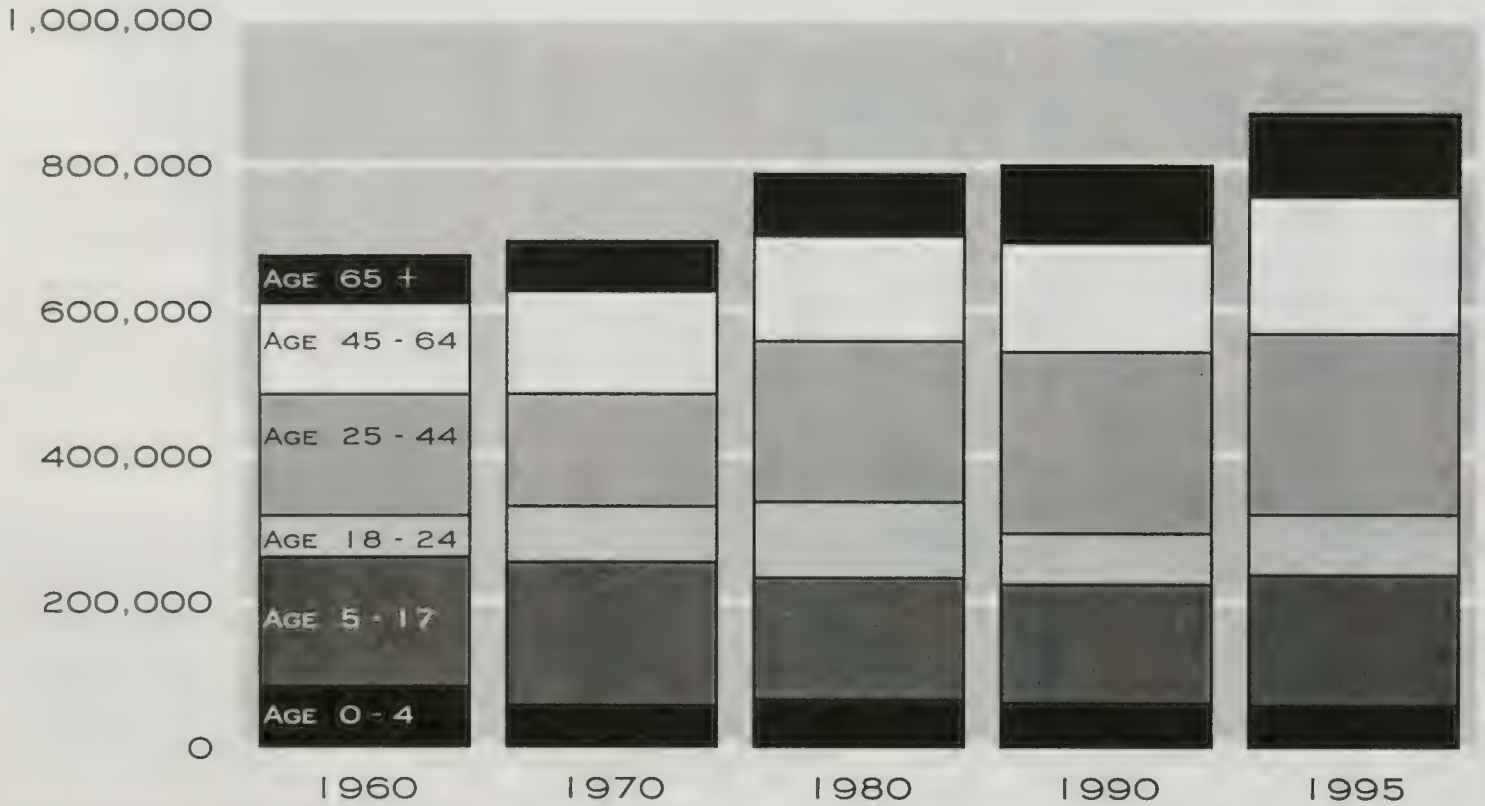
In 1960 women comprised 29.6% of the civilian labor force; by 1994 they comprised 47.0%

- 1960 = persons 14 & older
- other years = persons 16 & older

Data from 1960, 1970, 1980 & 1990 Census and 1994 CPS
Compiled by Montana Dept of Labor, Research & Analysis Bureau

Age Distribution of the Population

Montana

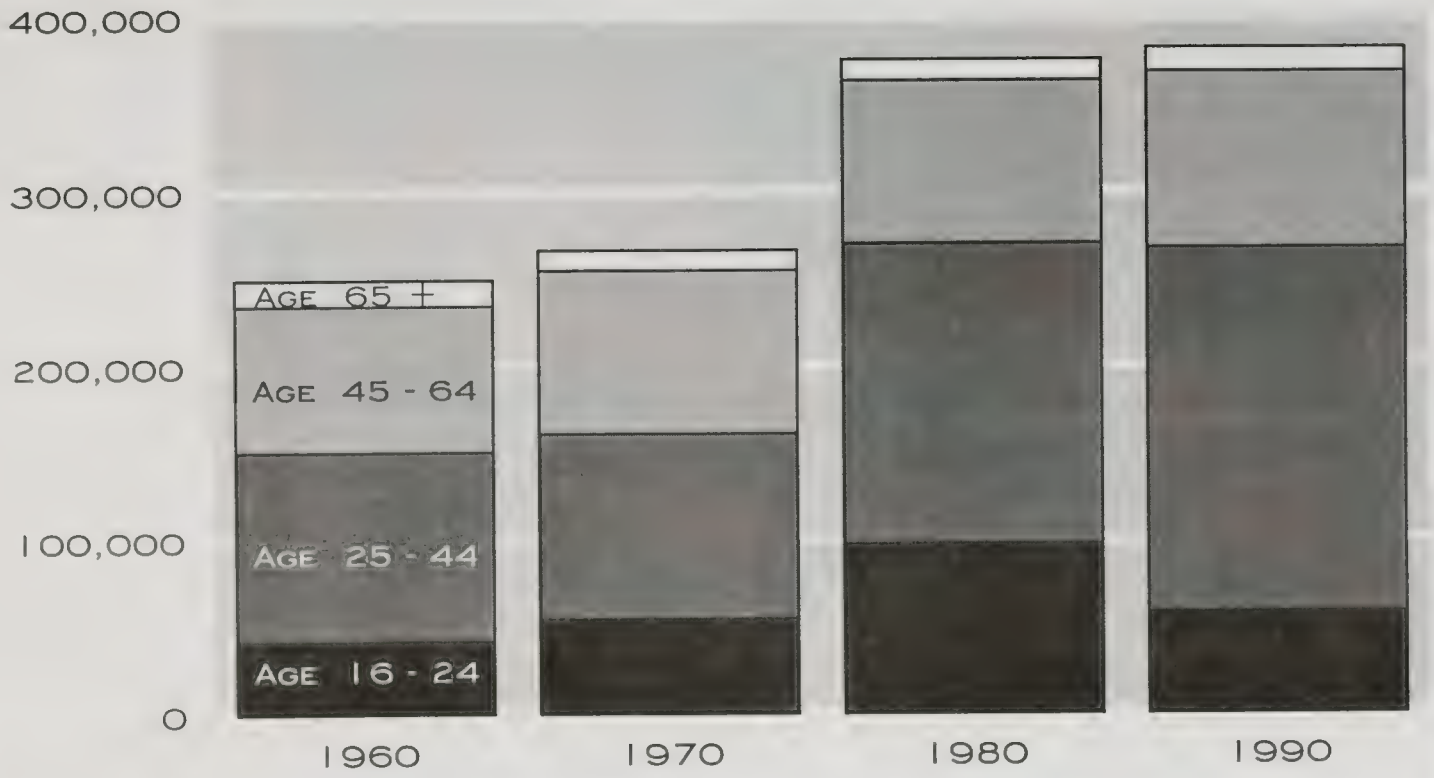


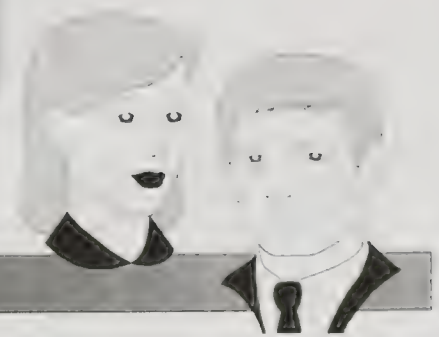
Median Ages

1960:	27.6
1970:	27.1
1980:	29.0
1990:	33.8
1995:	35.9

Data from US Dept of Commerce, Bureau of the Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Age Distribution of the Labor Force
Montana





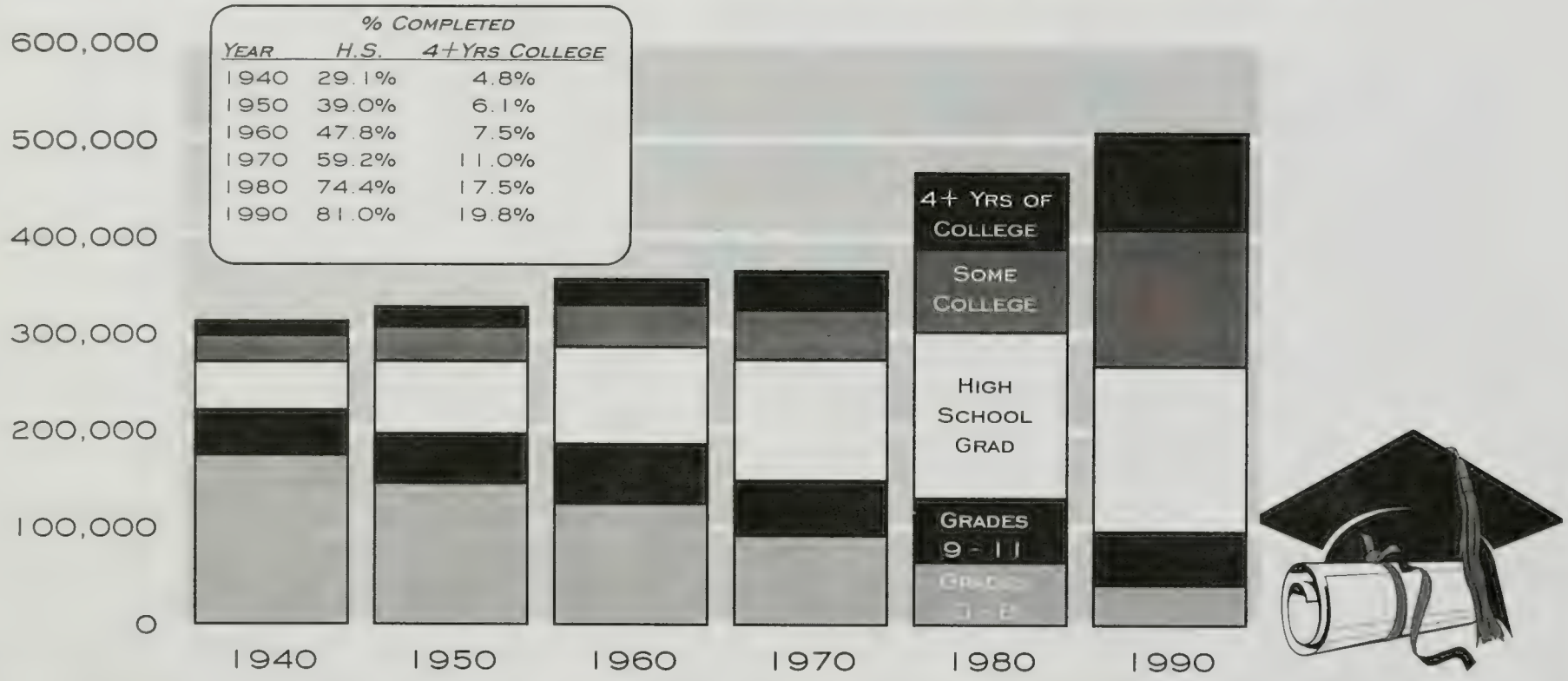
The "baby boomer" population bulge is moving closer to retirement age.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Years of School Completed

Montanans 25 and Older

1940, 1950, 1960, 1970, 1980, 1990



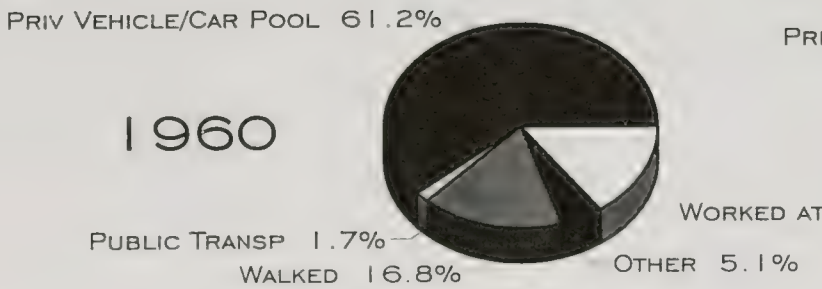
Year	% Completed H.S.	% Completed 4+Yrs College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%

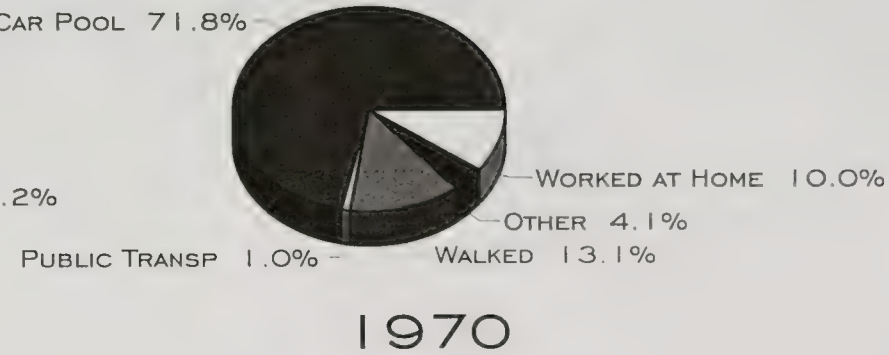
The educational attainment level of Montanans is rising.

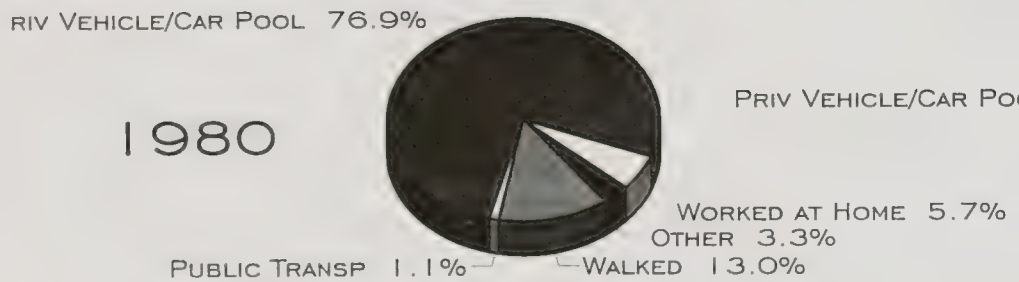
Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

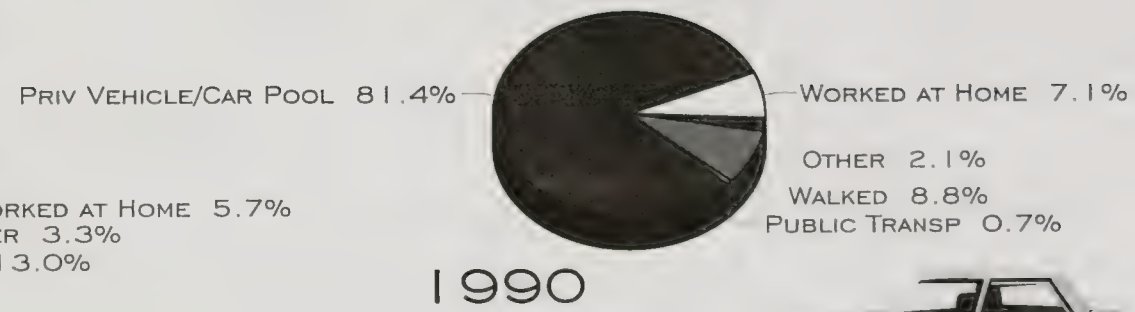
Transportation to Work

Montana









The percentage of Montanans walking to work is decreasing.

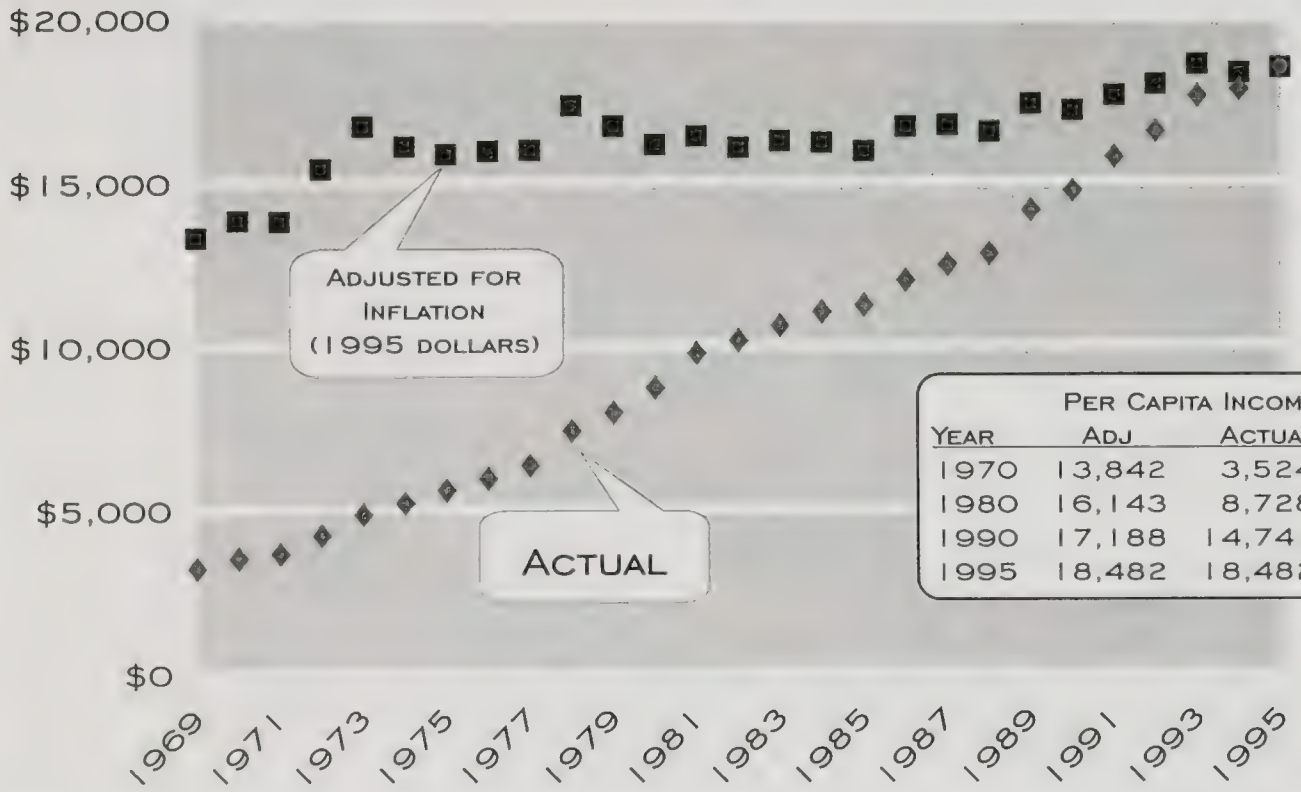
Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Profile
of the
Montana Worker

What We Earn . . .

Per Capita Personal Income

Montana 1969 - 1995



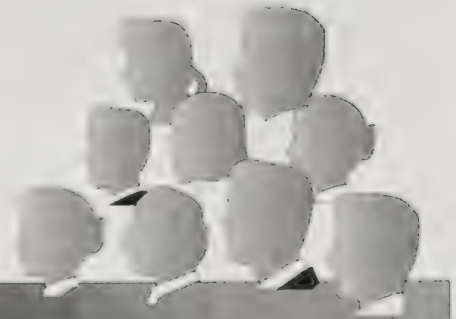
	Per Capita Income	
Year	Adj	Actual
1970	13,842	3,524
1980	16,143	8,728
1990	17,188	14,741
1995	18,482	18,482

Includes:

- wage & salary income
- employer contribution for fringe benefits
- self-employment income
- rental income
- personal dividends & interest
- transfer payments

Excludes:

- personal contributions for social security, etc



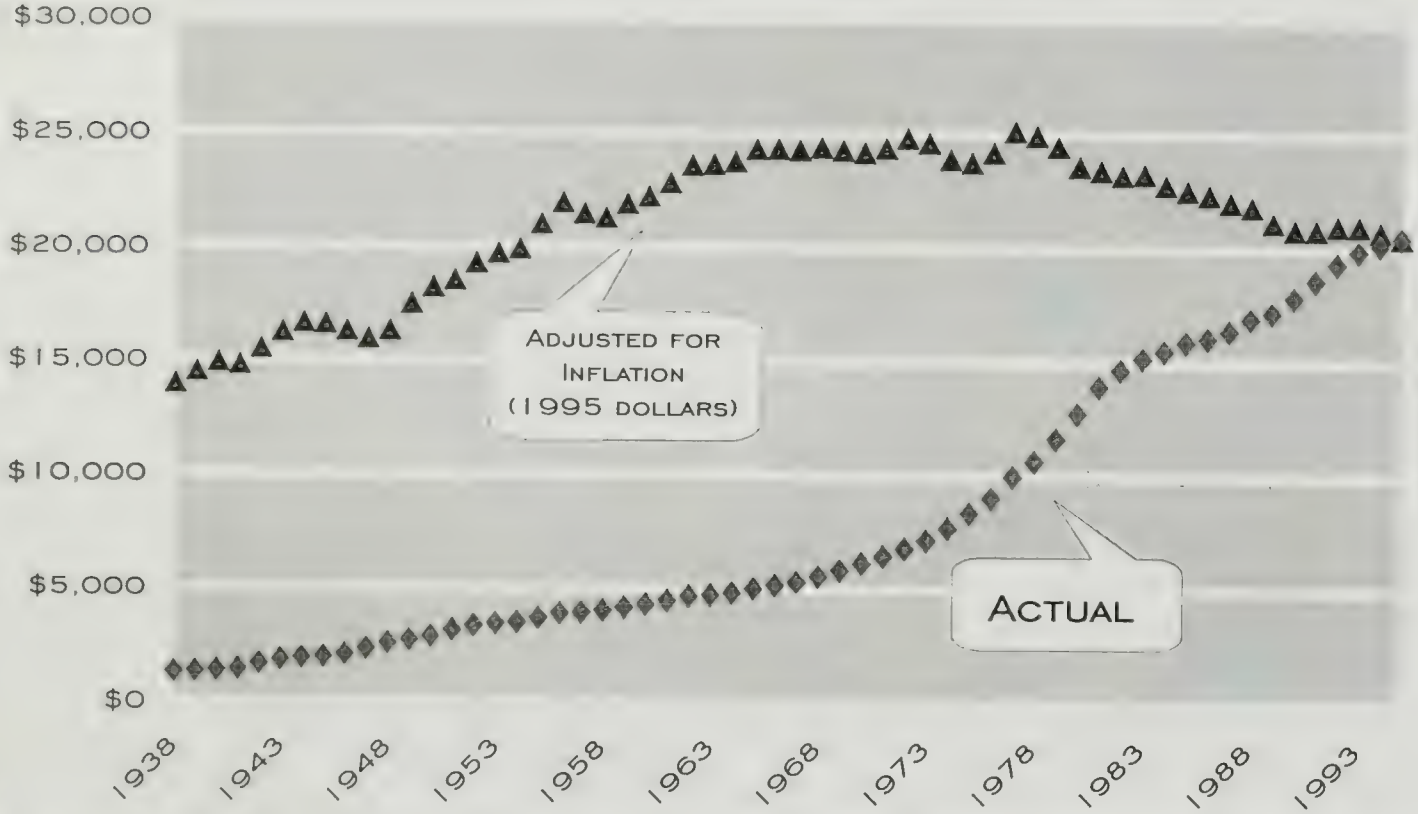
All income on a per capita basis is staying ahead of inflation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Average Annual Wage Per Job

*Montana Covered Employment**

1938 - 1995



Year	Wage ADJ	Wage Actual
1940	14,903	1,369
1950	18,231	2,883
1960	22,227	4,317
1970	24,176	6,155
1980	23,600	12,760
1990	20,853	17,884
1995	20,522	20,522

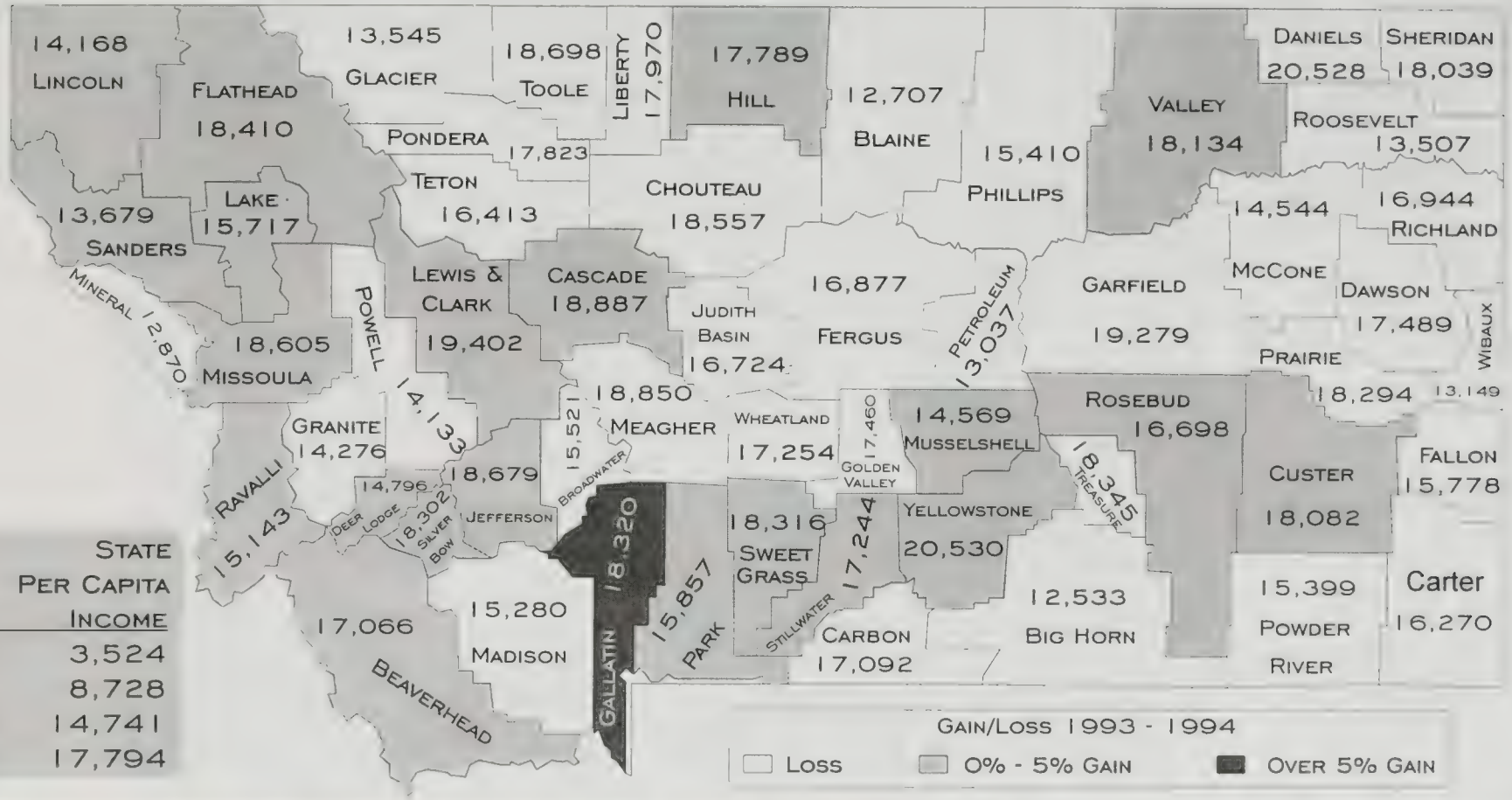
Since 1977 salaries have not been keeping up with inflation.

*Covered employment includes Government, but excludes Railroads, self-employed and most Ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

1994



Year	State Per Capita Income
1970	3,524
1980	8,728
1990	14,741
1994	17,794

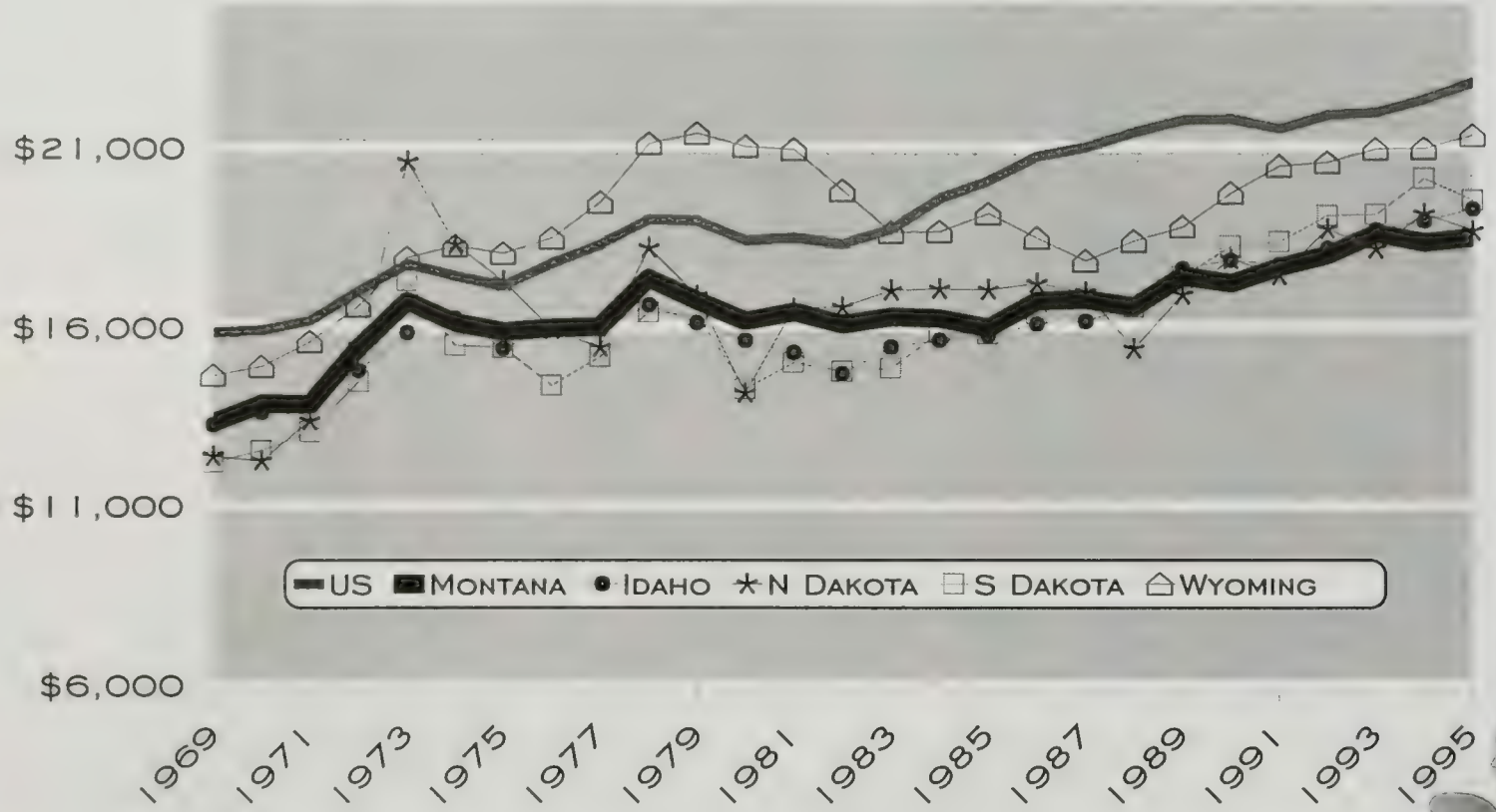
State Per Capita Income increased 0.9% over 1993; smaller increase due to a general decline in ag income

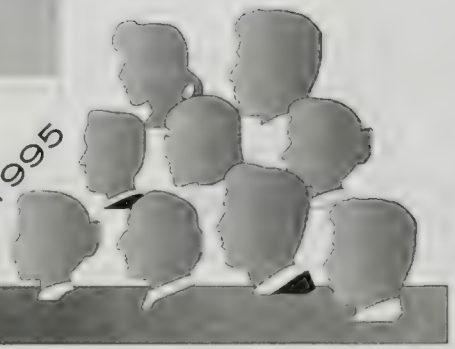
- Highest: Yellowstone $20,530
- Lowest: Big Horn $12,533
- Closest to State Average: Hill $17,789

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled and Adjusted by MT Dept of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

1969 - 1995 Adjusted for Inflation (1995 dollars)

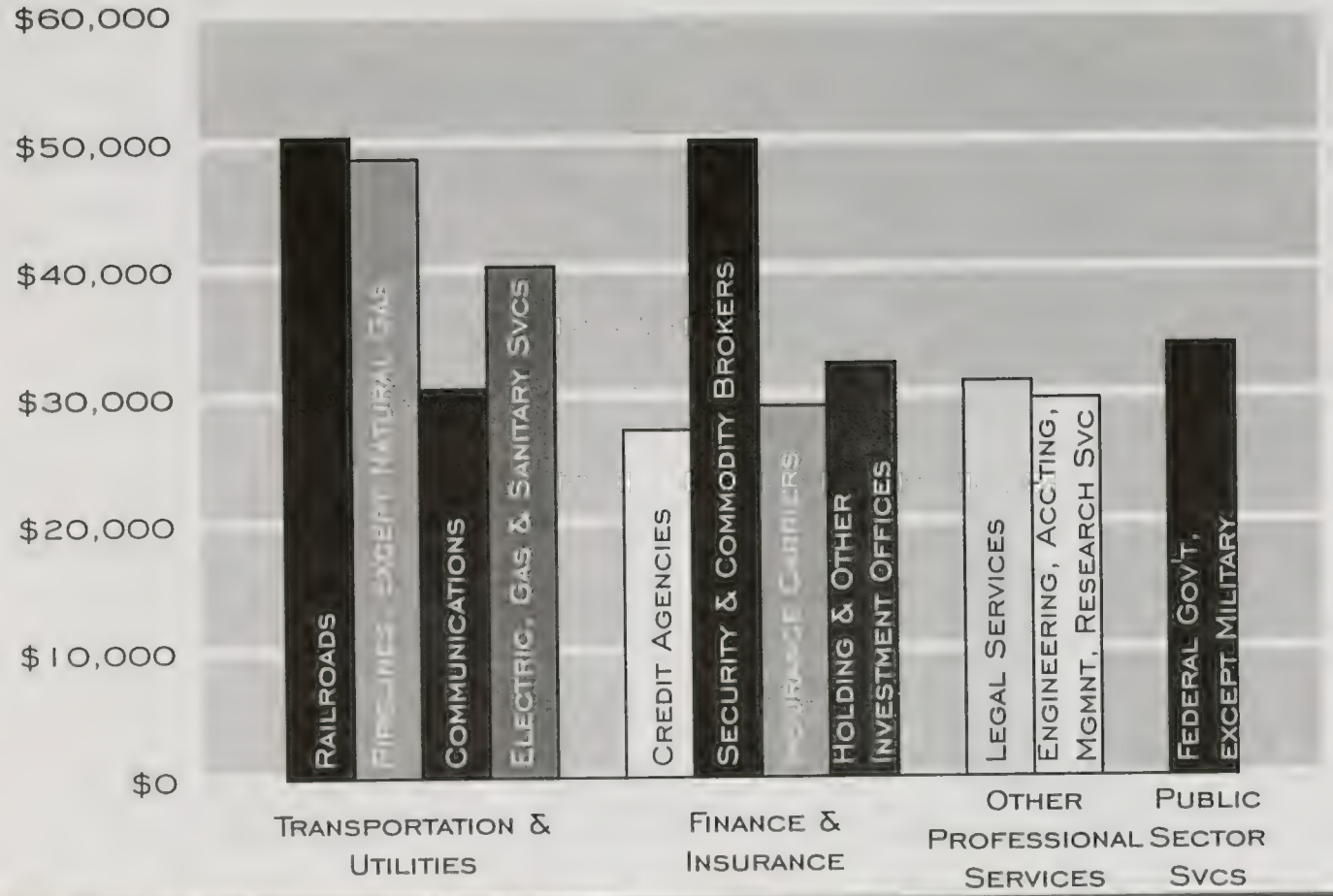




Montana ranks 44th in the nation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

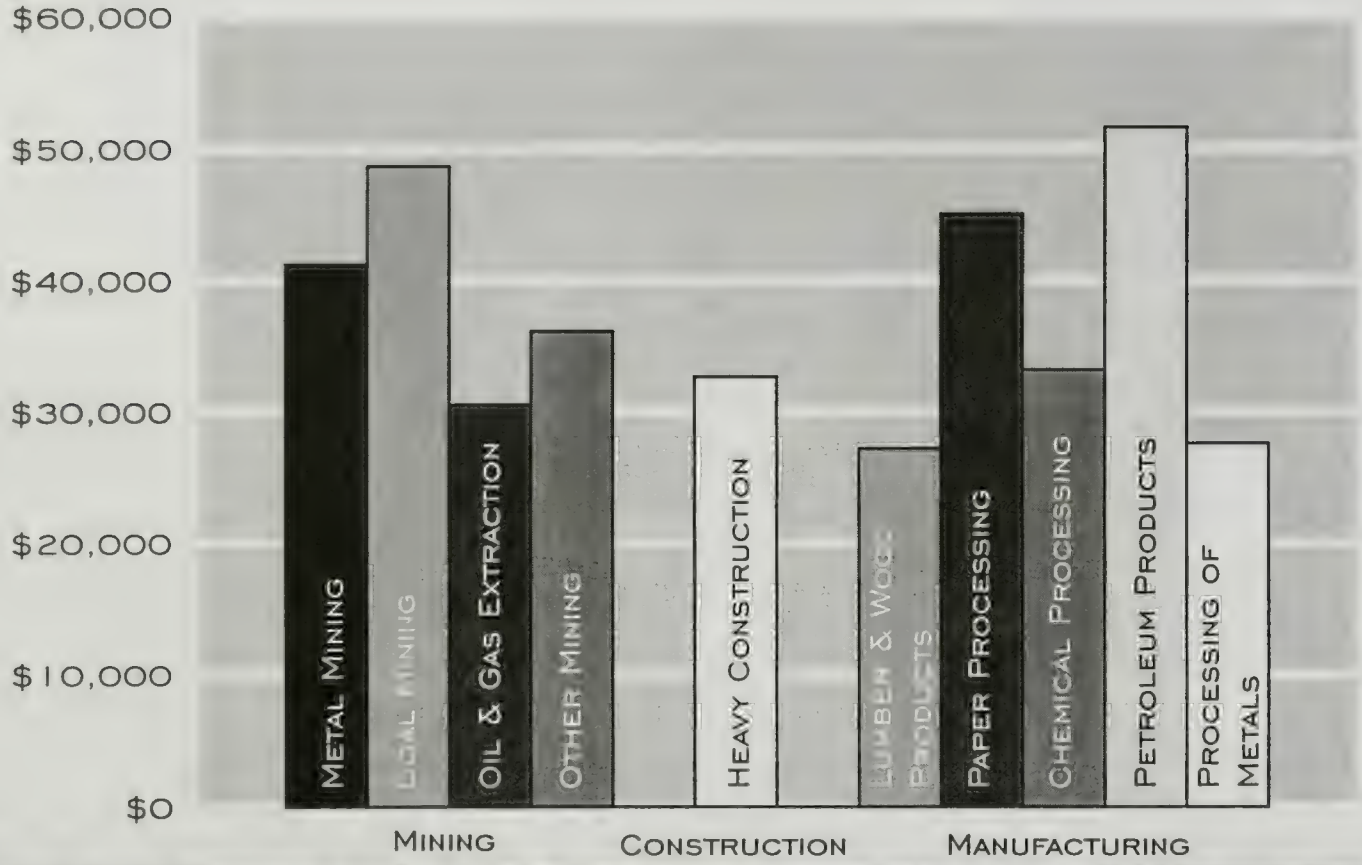
High Wage* Service-Type Industries
Montana - 1994



*A HIGH WAGE INDUSTRY IS ONE WITH ANNUAL WAGES ABOVE THE 1994 NATIONAL AVERAGE OF $26,939

Data from ES-202 (Covered Employment) Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

High Wage* Goods-Producing Industries
Montana - 1994

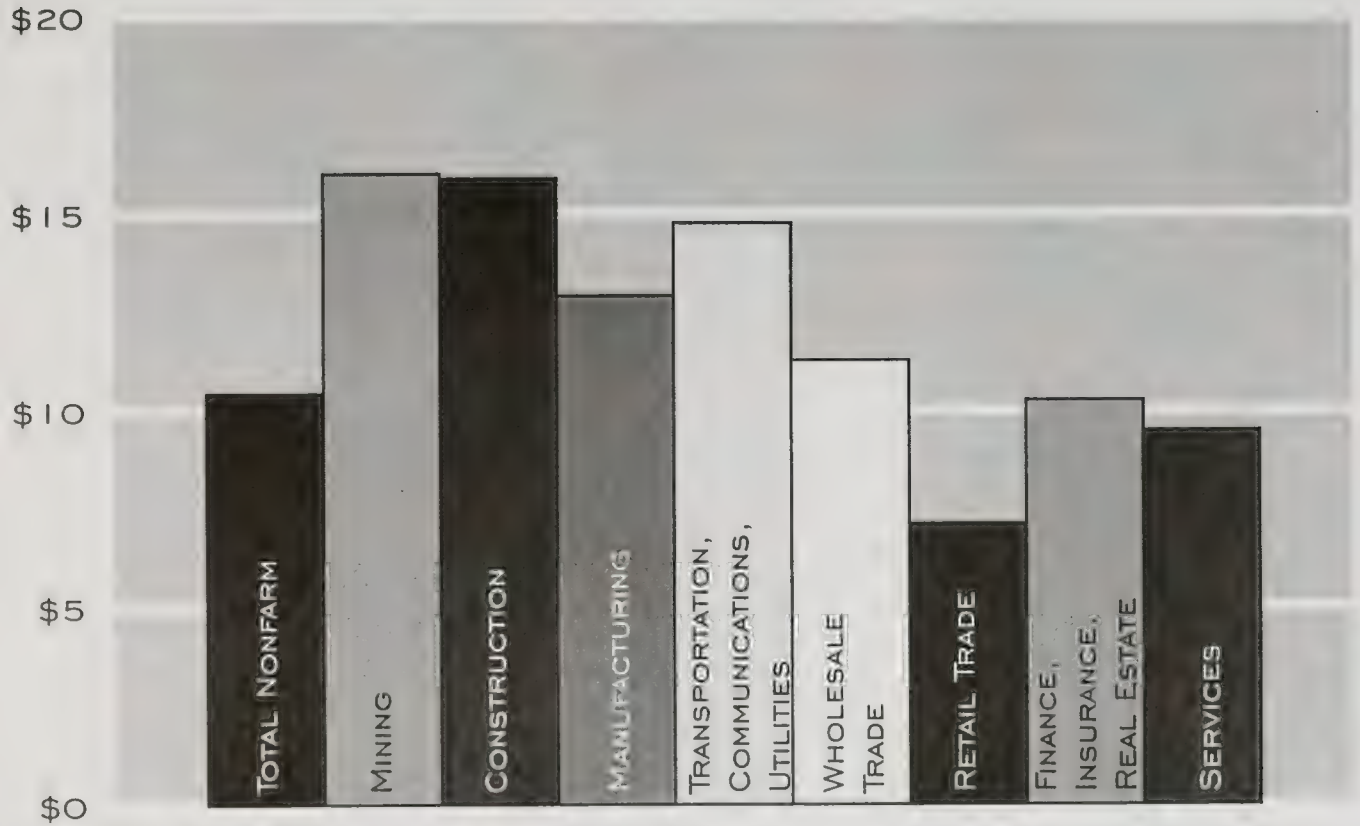


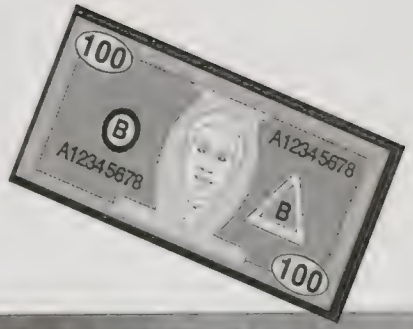
*A high wage industry is one with annual wages above the 1994 national average of $26,939

Data from ES-202 (Covered Employment) Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

1995 Annual Average Hourly Earnings

Montana Private Nonfarm Nonsupervisory Jobs

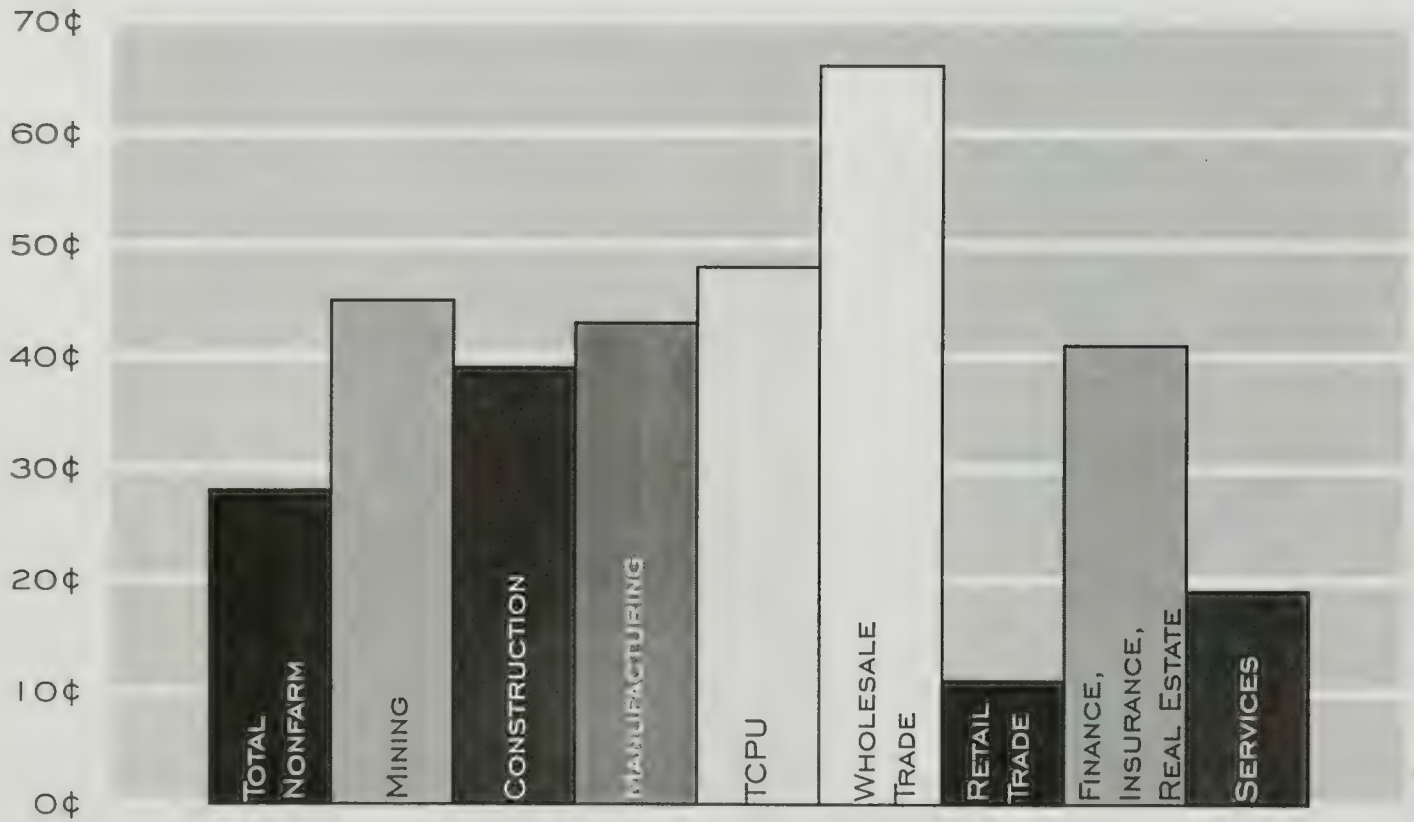




Hourly pay in Mining ($16.02) and Construction ($15.90) is more than twice that in Retail Trade ($7.11)

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Hourly Earnings
1994 - 1995
Montana Private Nonfarm Nonsupervisory Jobs



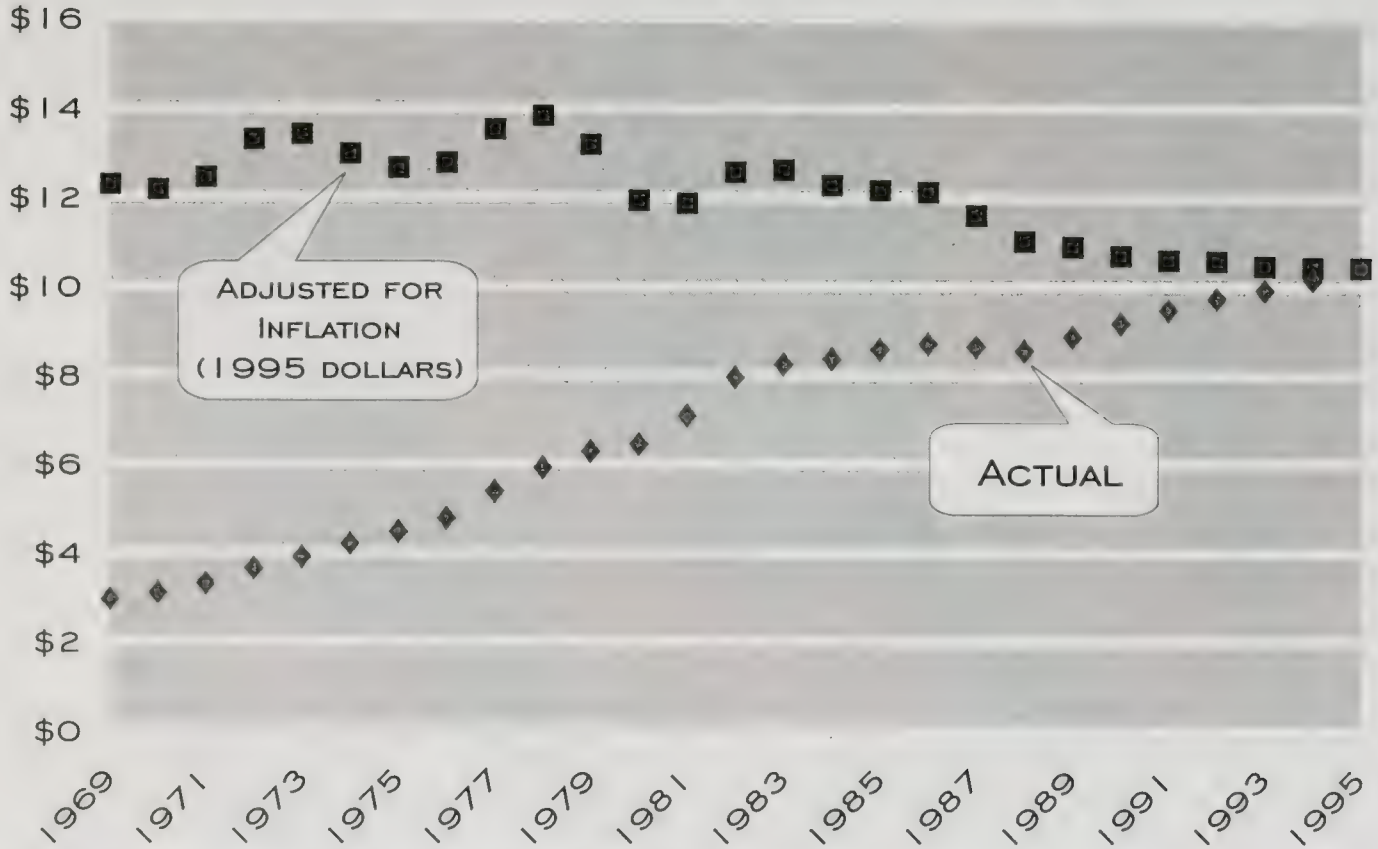
All industries showed increases; the largest was Wholesale Trade (+66¢).

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Annual Average Hourly Earnings

Montana Private Nonfarm Nonsupervisory Jobs

1969 - 1995

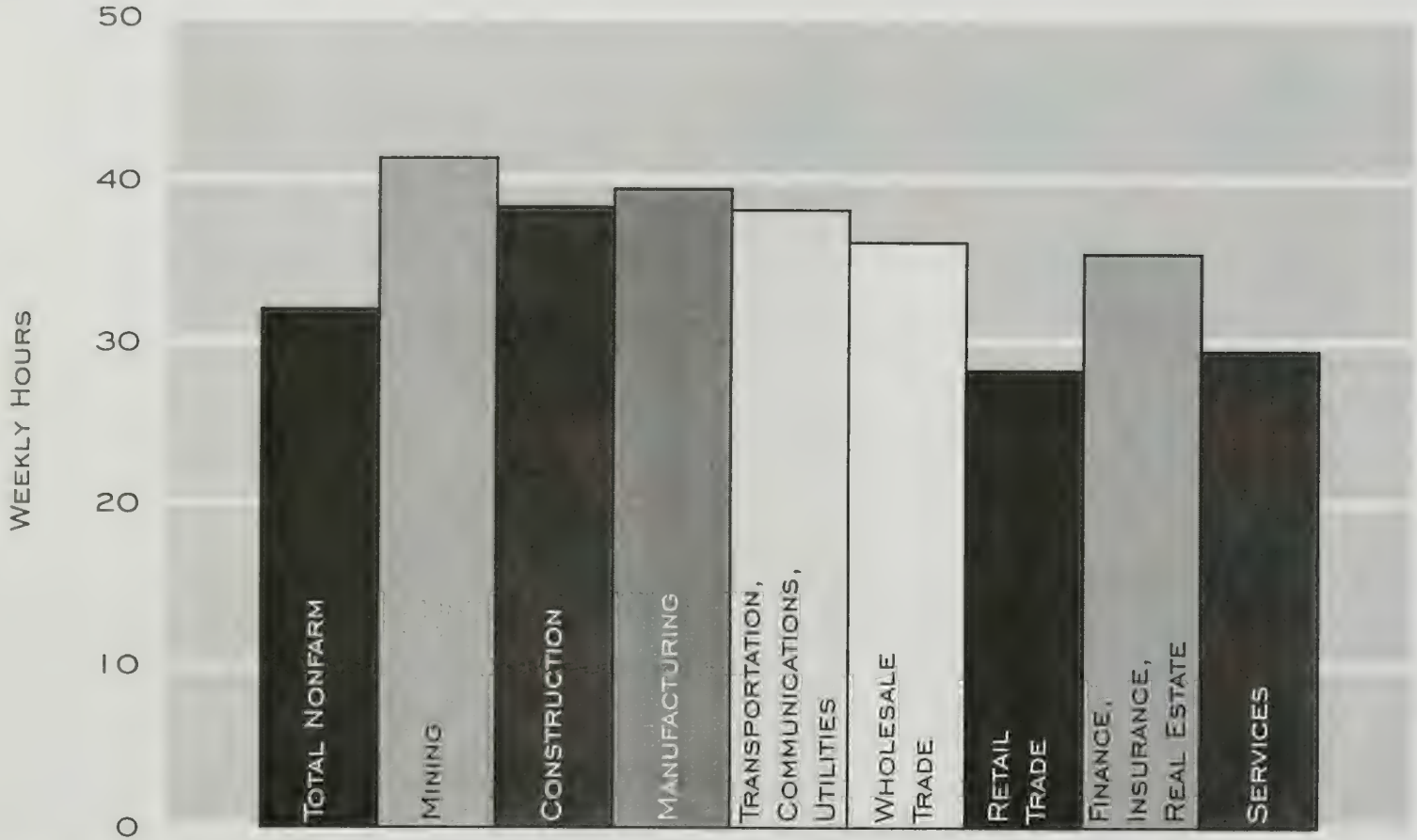


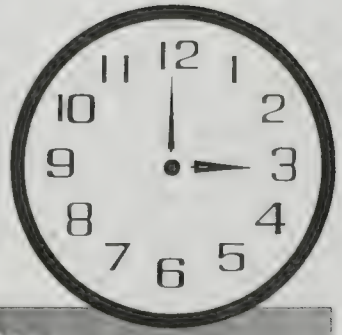
When adjusted for inflation, nonsupervisory workers' wages showed no change between 1994 and 1995.

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

1995 Annual Average Weekly Hours

Montana Private Nonfarm Nonsupervisory Jobs

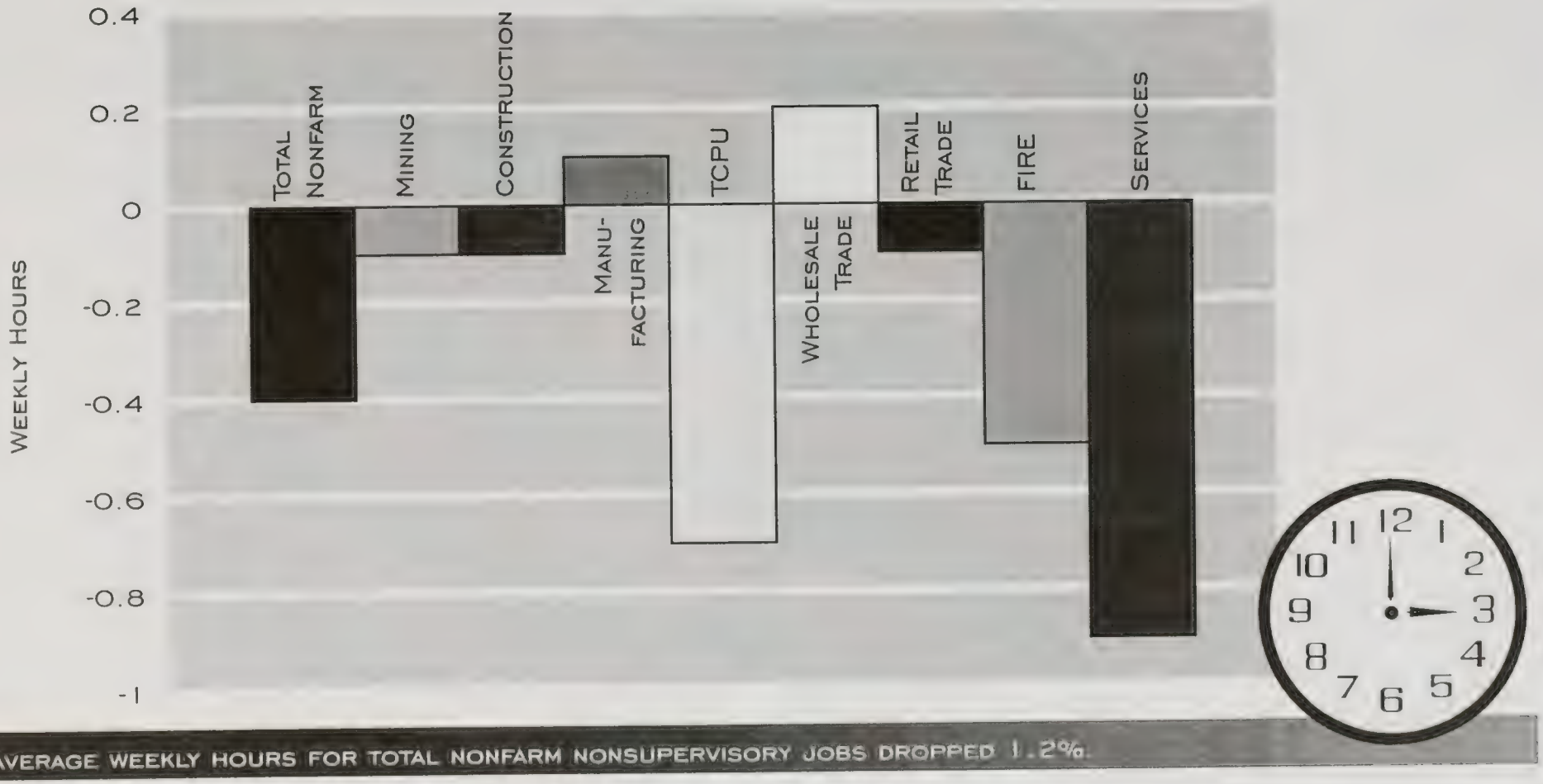




Retail Trade and Services have a greater percentage of part-time workers than other sectors

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Weekly Hours
1994 - 1995
Montana Private Nonfarm Nonsupervisory Jobs



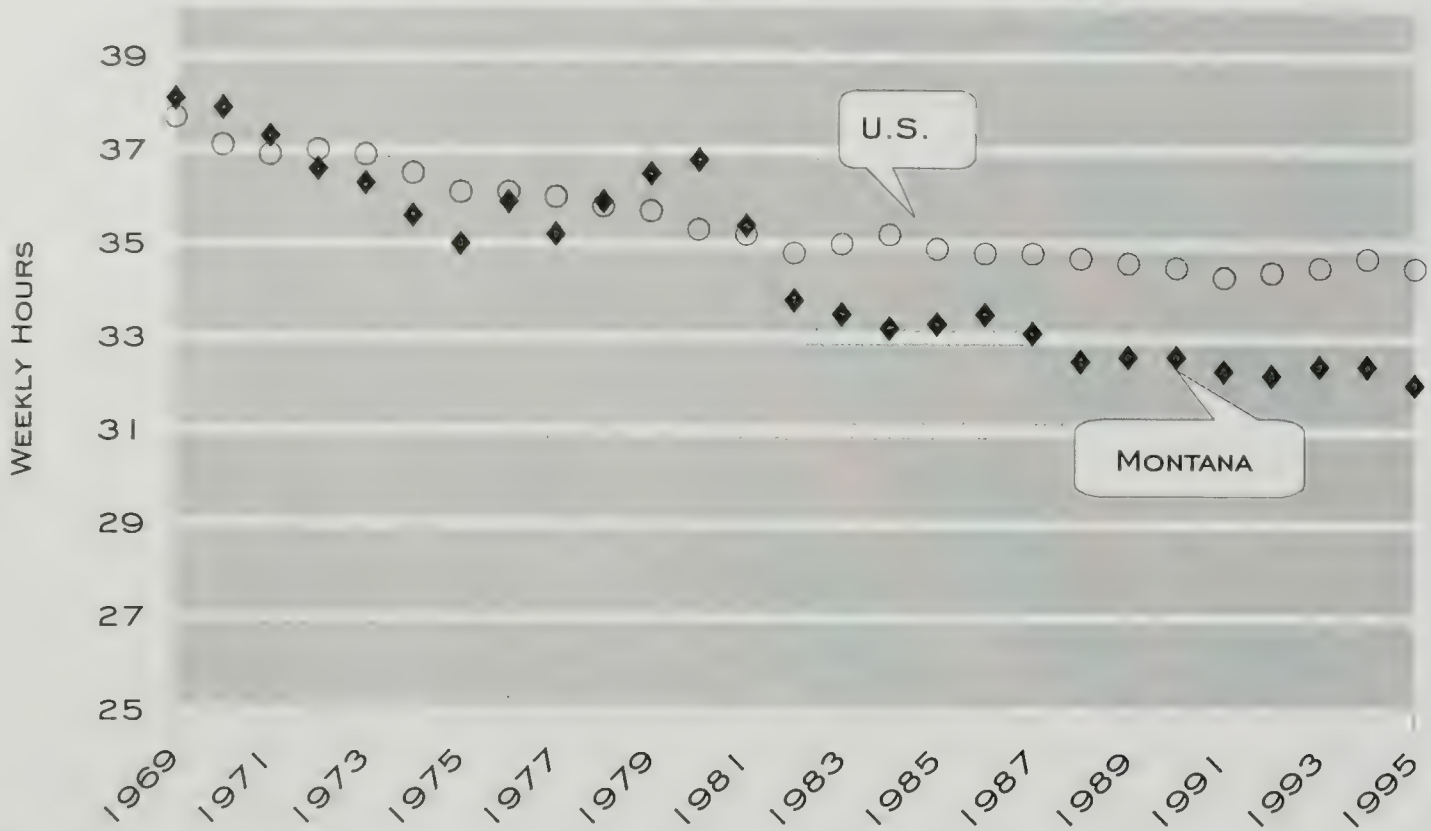
TCPU = Transportation, Communications, Utilities
FIRE = Finance, Insurance, Real Estate

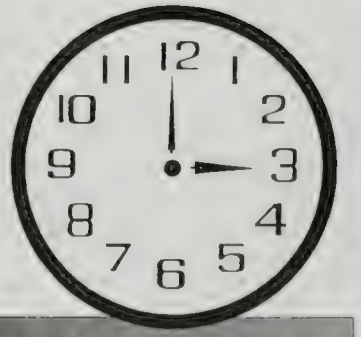
Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Annual Average Weekly Hours

Private Nonfarm Nonsupervisory Jobs

1969 - 1995





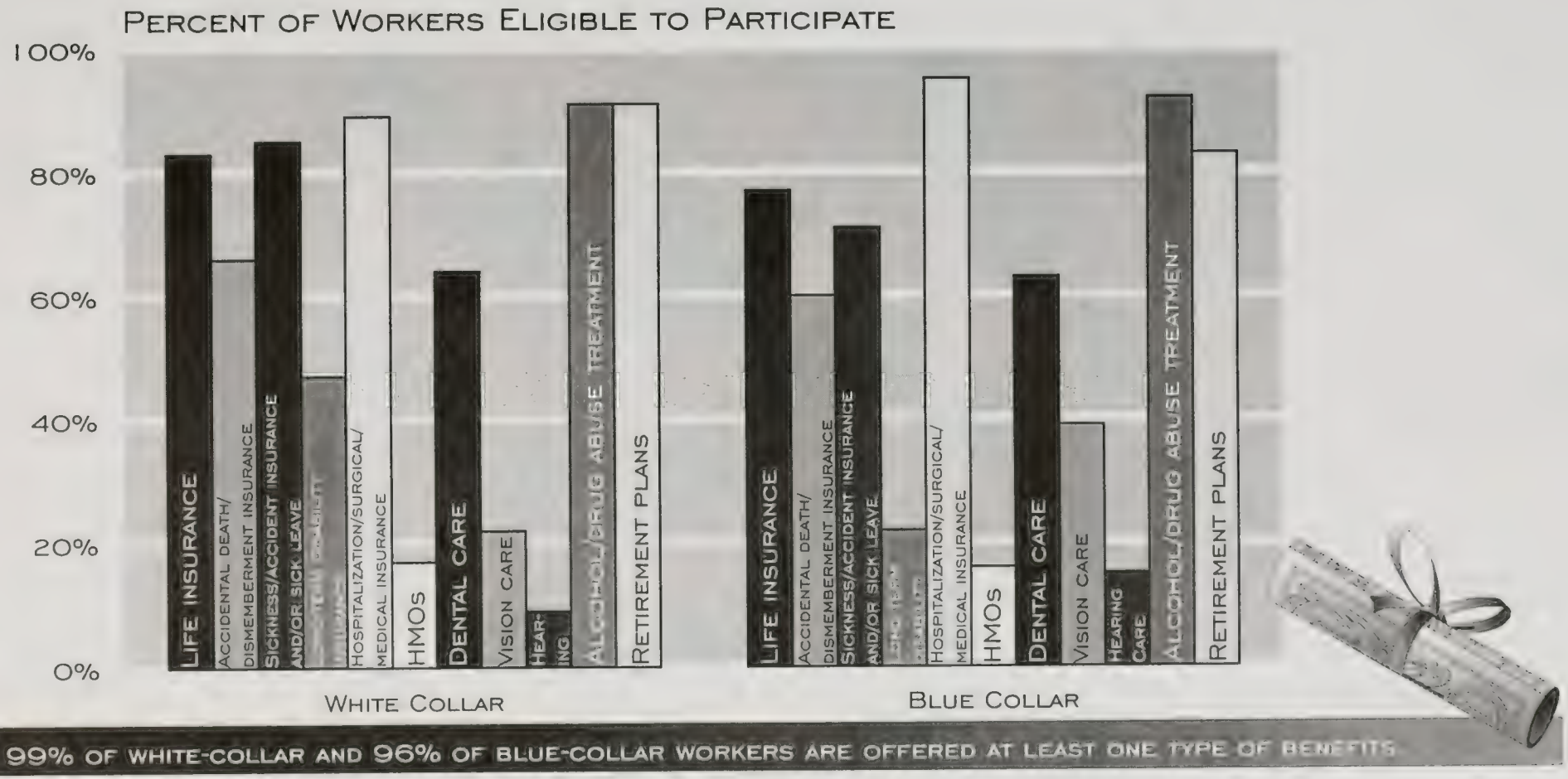
Both Montana & the U.S. are moving toward more part-time employment for nonsupervisory workers

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Insurance, Health & Retirement Plans*

Offered to Full-Time Workers in Businesses with More than 50 Employees

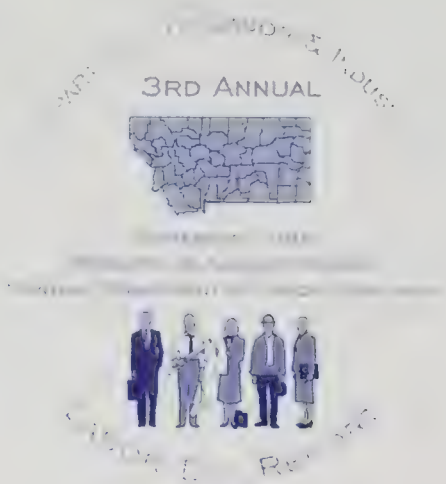
Montana - September 1993



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefits

*Benefit plans may be partially or totally paid by the employer.

Data from Bureau of Labor Statistics Occupational Compensation Survey
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

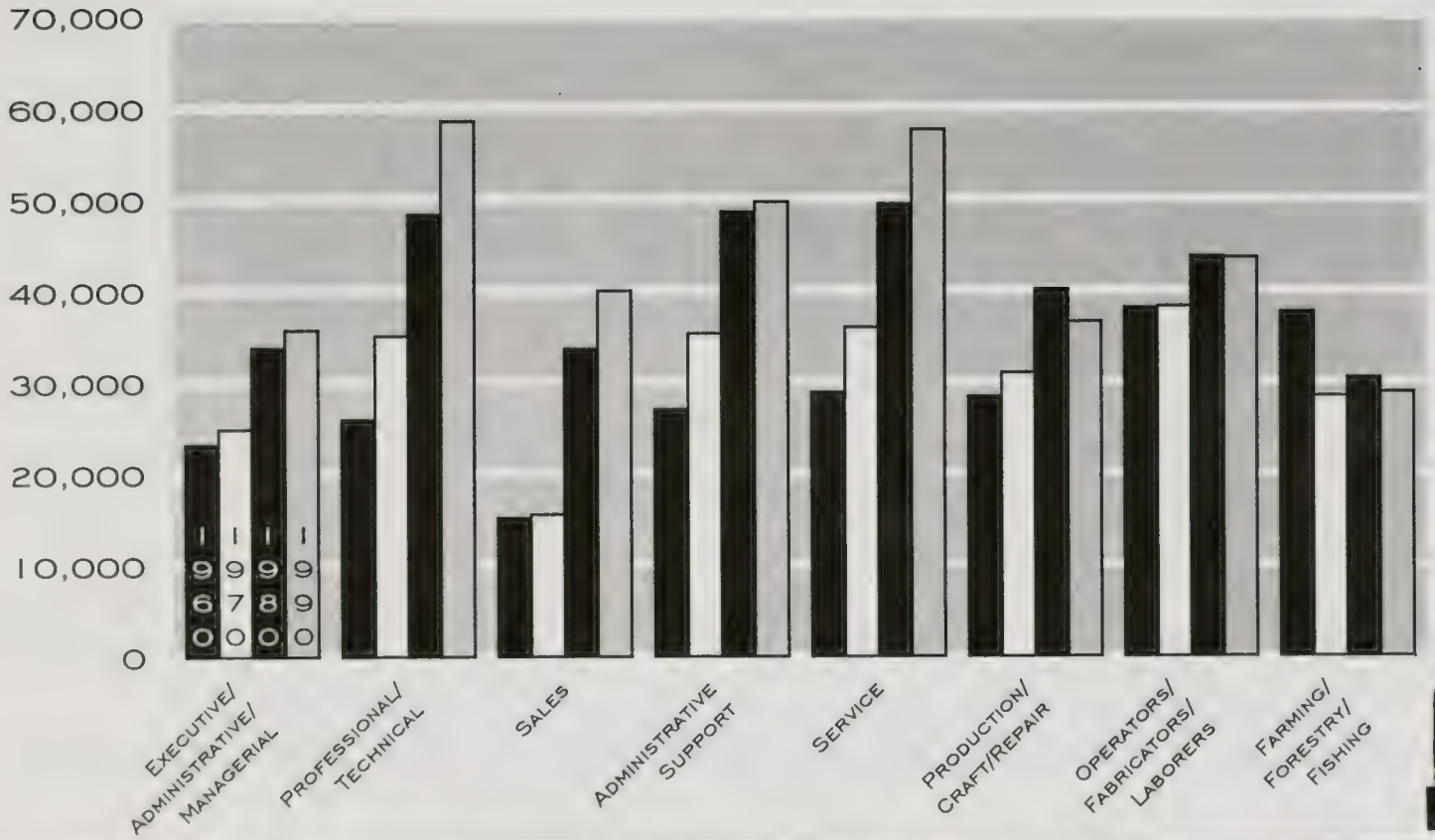


Profile
of the
Montana Worker

What We Do . . .

Occupations of Montana Workers

1960, 1970, 1980, 1990

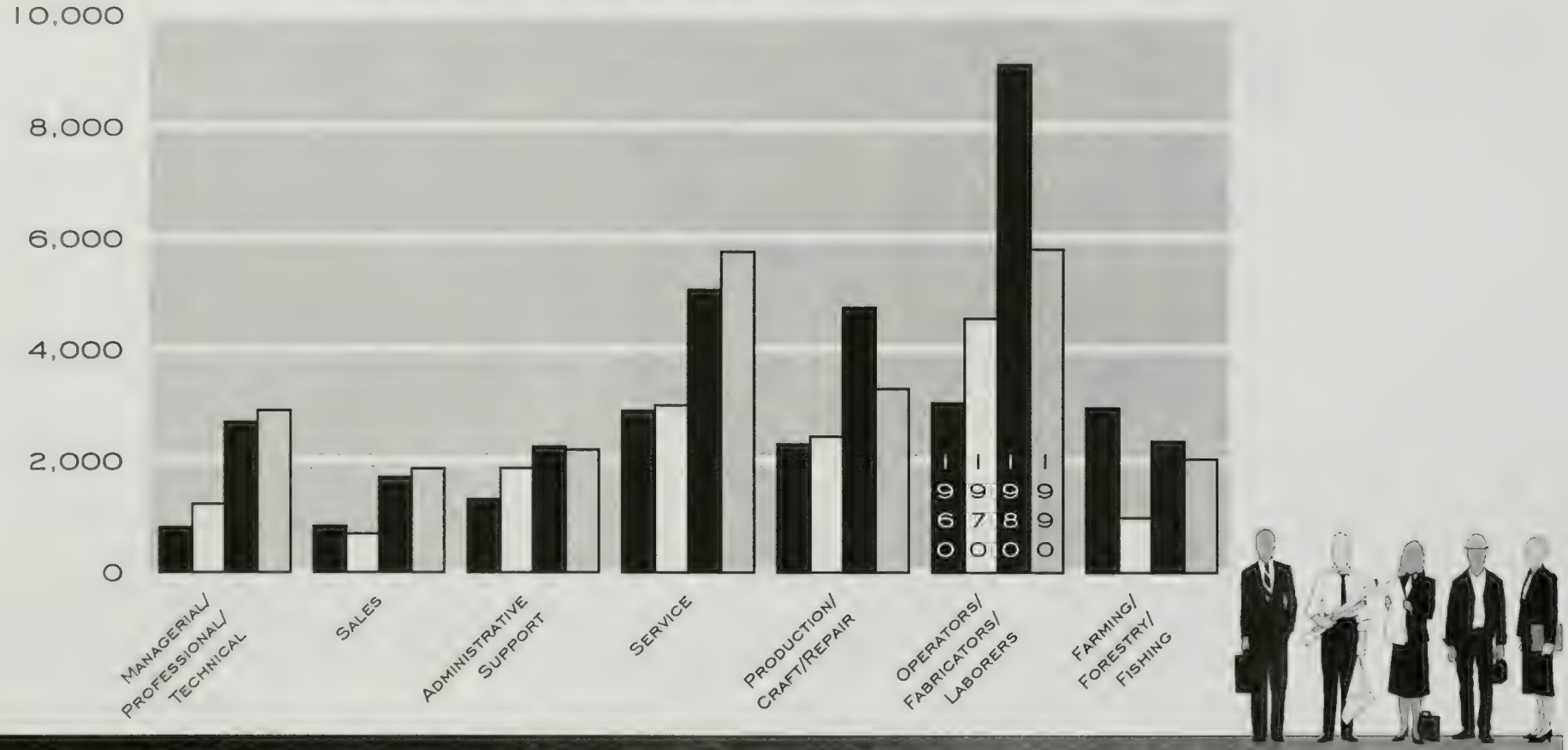


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations

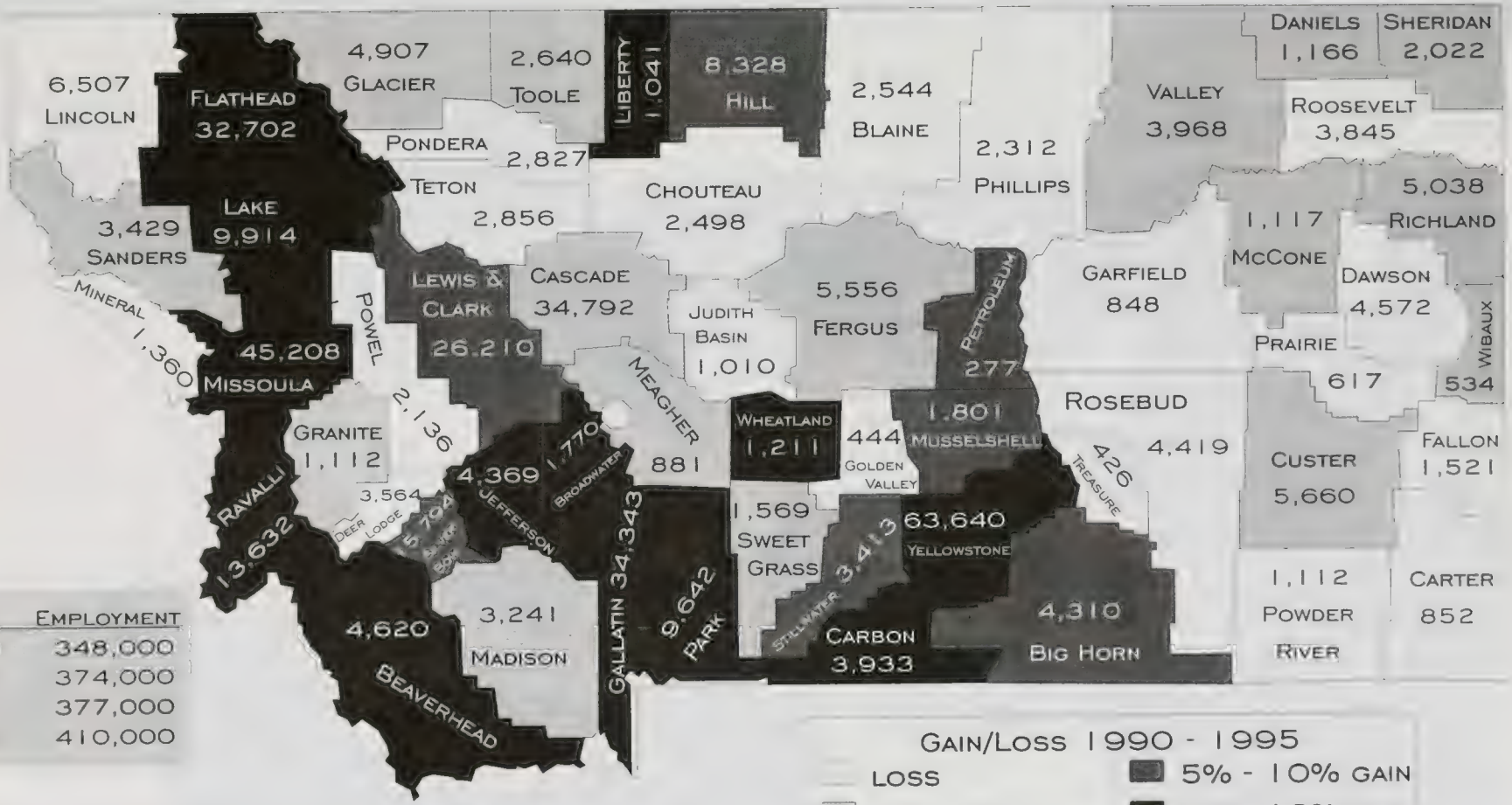
Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Profile of the Montana Worker

Where We Work . . .

Annual Average Total Employment

1995



Year	Employment
1980	348,000
1985	374,000
1990	377,000
1995	410,000

Gain/Loss 1990 - 1995

- Loss
- 0% - 5% gain
- 5% - 10% gain
- Over 10% gain

36 of 56 counties showed growth State Employment Total: 410,000 Gain 1990 - 1995: 18.8%

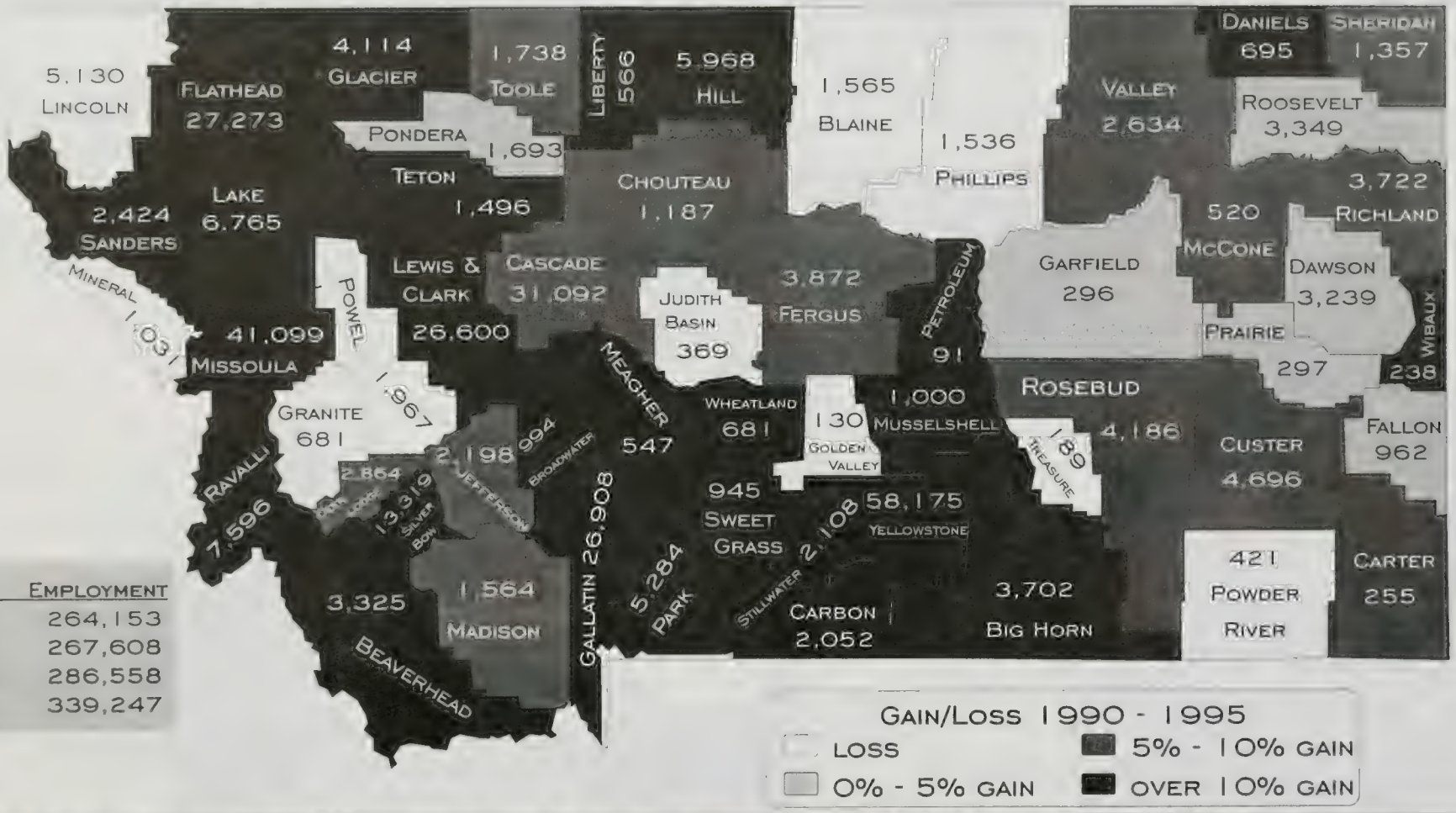
Geographic Center of Employment 1995

Data from LAUS series

Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Annual Average Covered Employment*

1995



Year	Employment
1980	264,153
1985	267,608
1990	286,558
1995	339,247

Gain/Loss 1990 - 1995

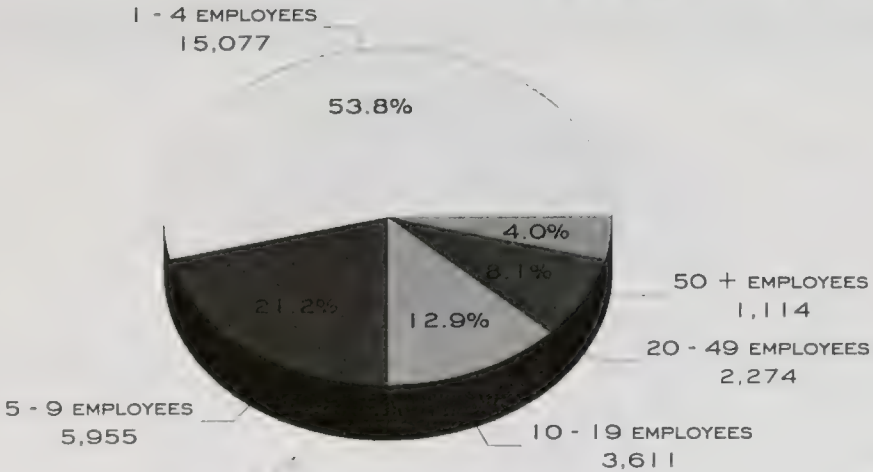
- Loss
- 0% - 5% gain
- 5% - 10% gain
- Over 10% gain

46 of 56 counties showed growth **State Employment Total: 339,247** **Gain 1990 - 1995: +18.4%**

Data from ES-202 (Covered Employment*) series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau
*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Montana Employment* by Work Site Size

Annual Average 1995

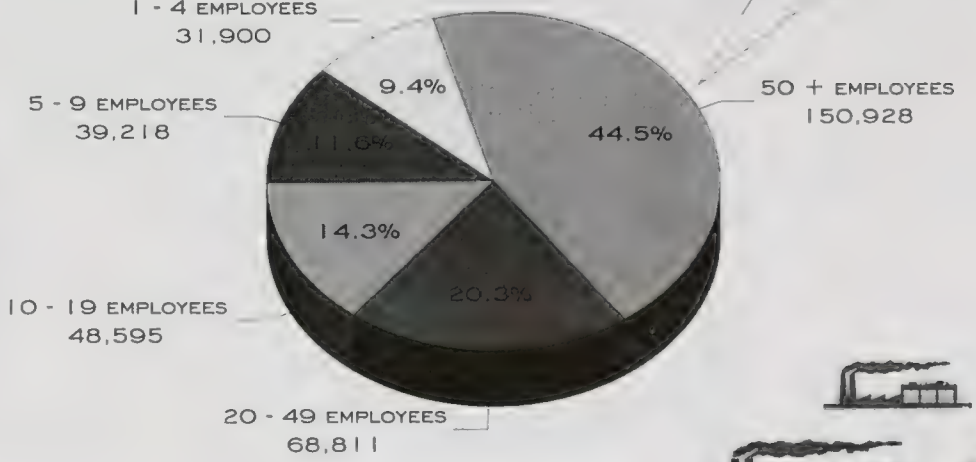


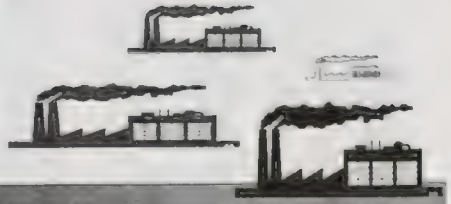
Number of Business Work Sites

- Over half of Montana's business work sites have less than 5 employees.
- Almost 90% of Montana's business work sites have less than 20 employees.
- Only 4% of Montana's business work sites have 50 or more employees.

Number of Employees

- Almost half of Montana's employees work at 4% of the work sites (those with 50+ employees).
- 65% of Montana's employees work at 12% of Montana's work sites.

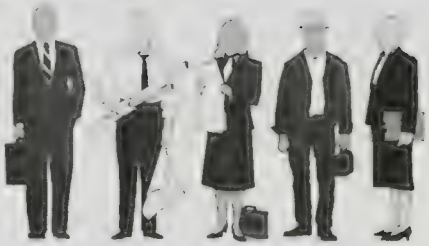


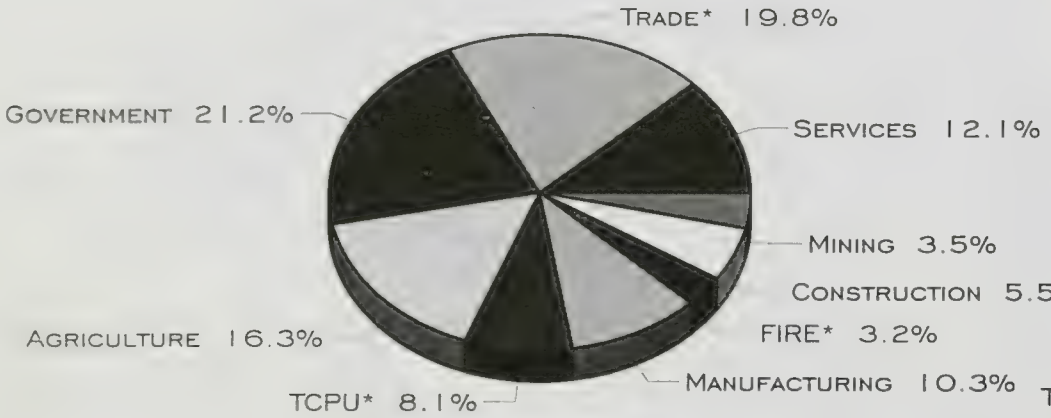


*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

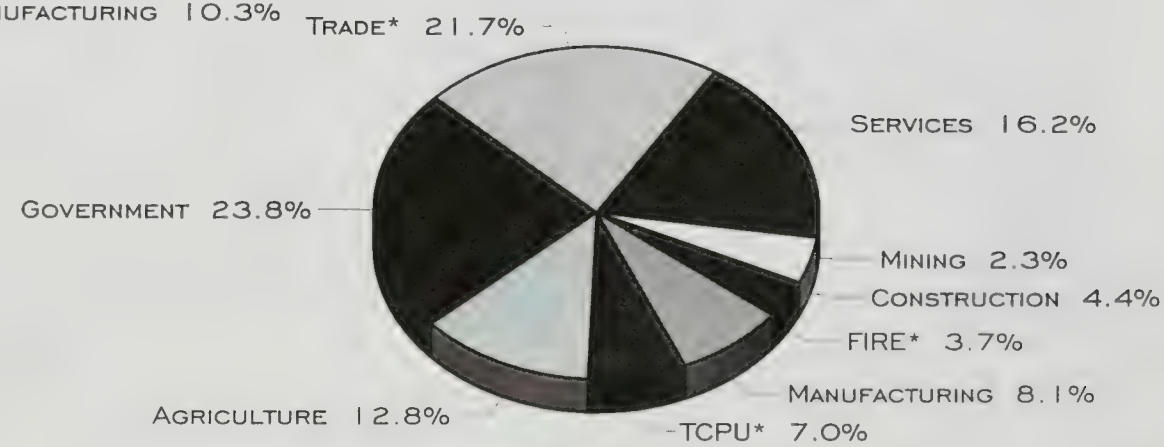
Montana Employment





1965

1975

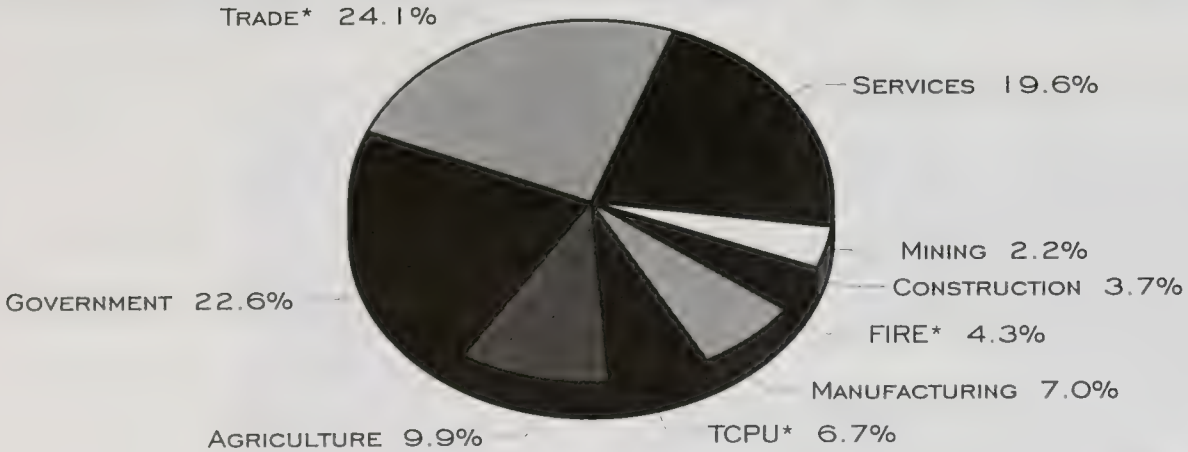


Agriculture, mining, construction and manufacturing (goods-producing sectors) dropped as a percent of total employment

*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

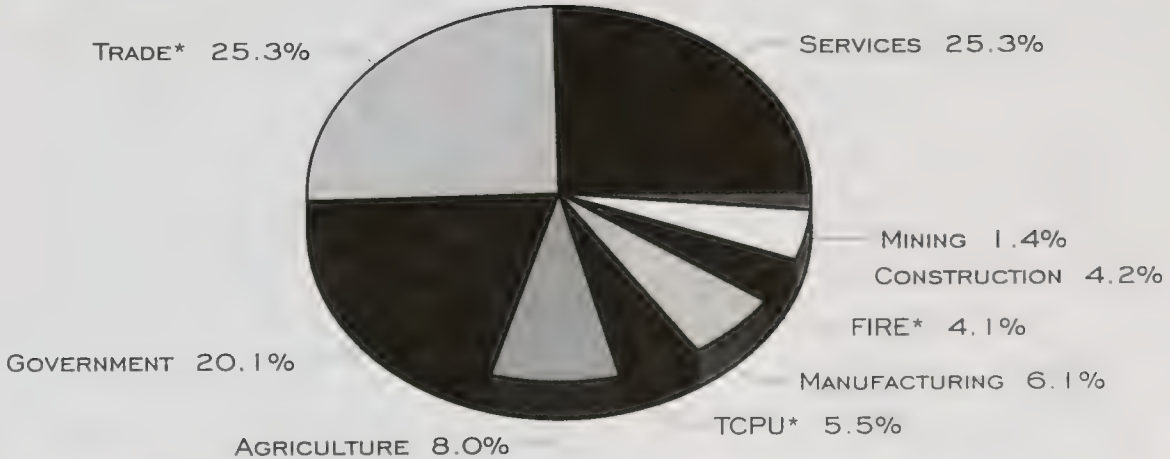
Data from CES and LAUS series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Employment



1985

1995



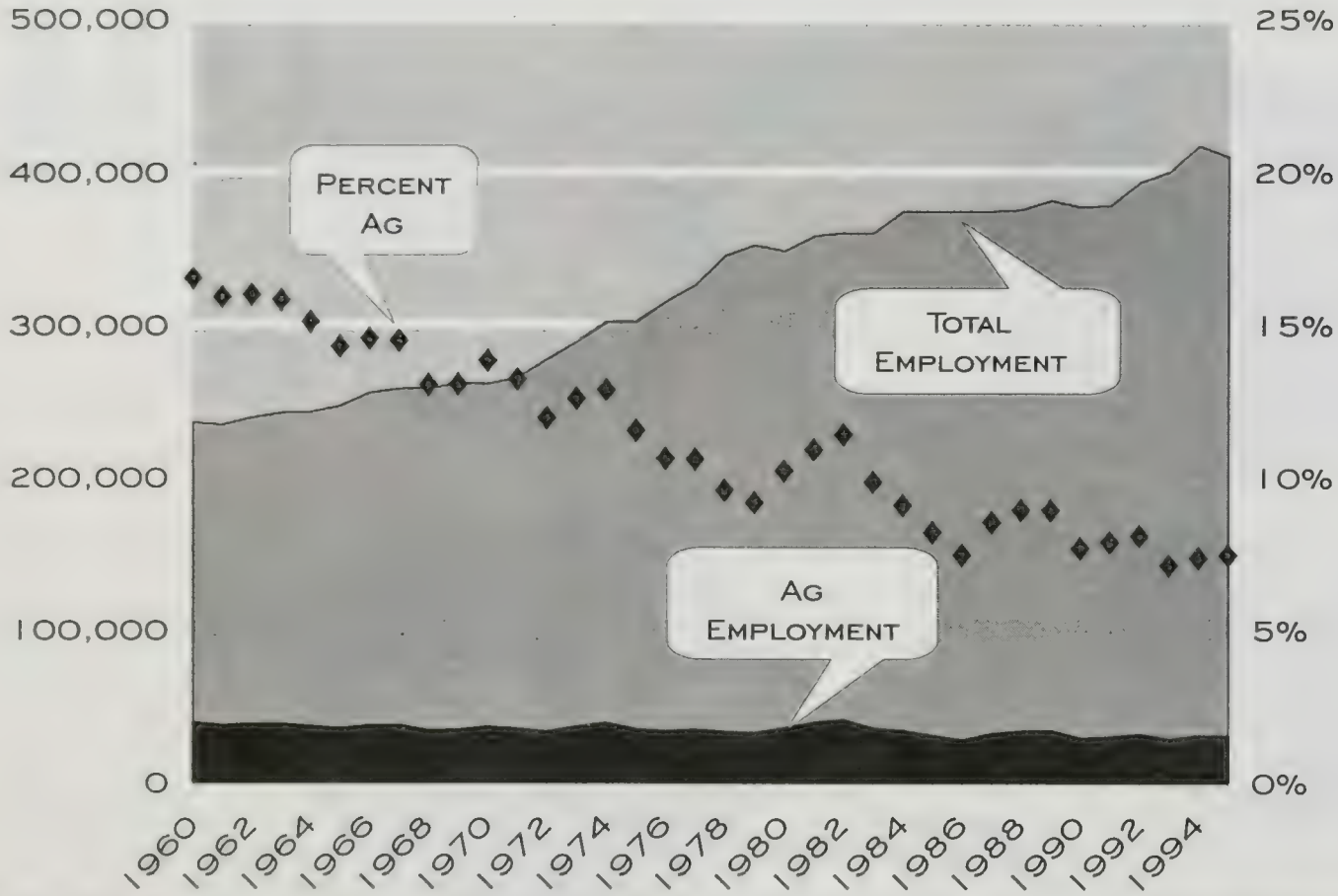
Government employment dropped as a percent of total employment between 1985 and 1995

*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

Data from CES and LAUS series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Agriculture Employment

1960 - 1995 Annual Averages



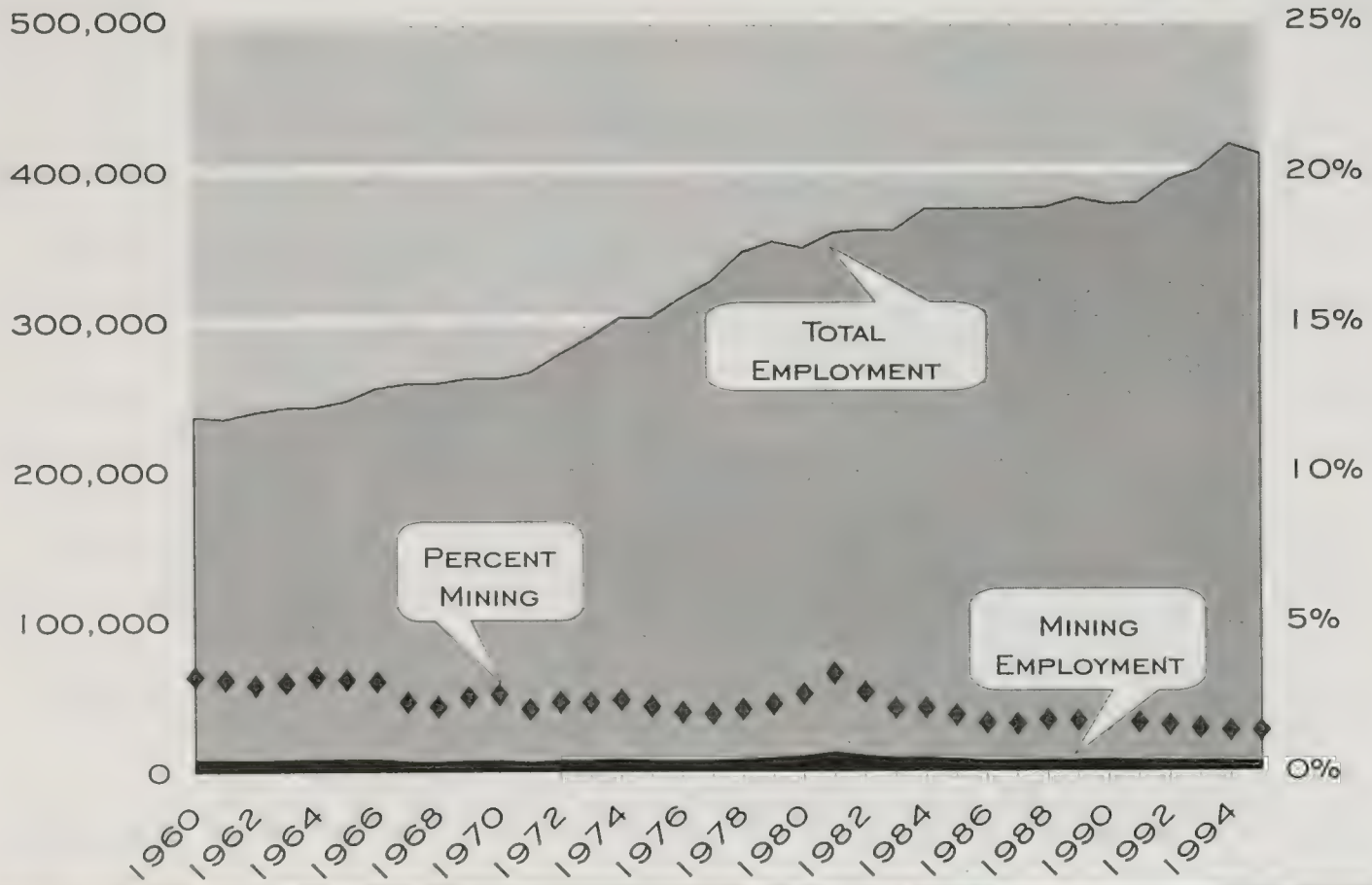
- Ag Production - crop
- Ag Production - livestock
- Ag Services - except veterinary and landscape/horticultural
- Forestry
- Fishing/Hunting/Trapping

Agricultural employment over time has declined both in absolute and relative terms.

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Mining Employment

1960 - 1995 Annual Averages



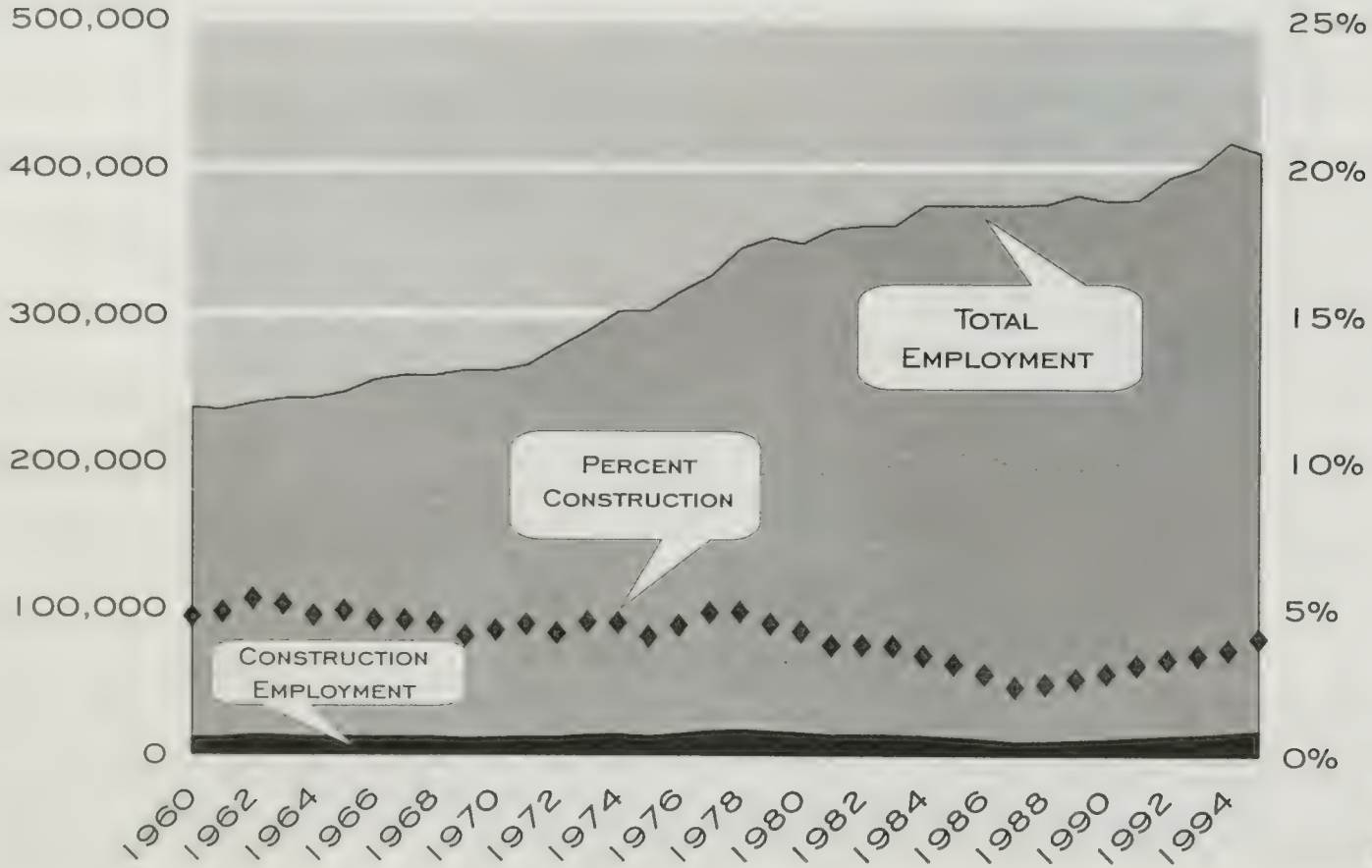
- Metal Mining
- Coal Mining
- Oil & Gas Extraction
- Nonmetallic Minerals

Mining employment has generally declined since 1960.

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Construction Employment

1960 - 1995 Annual Averages



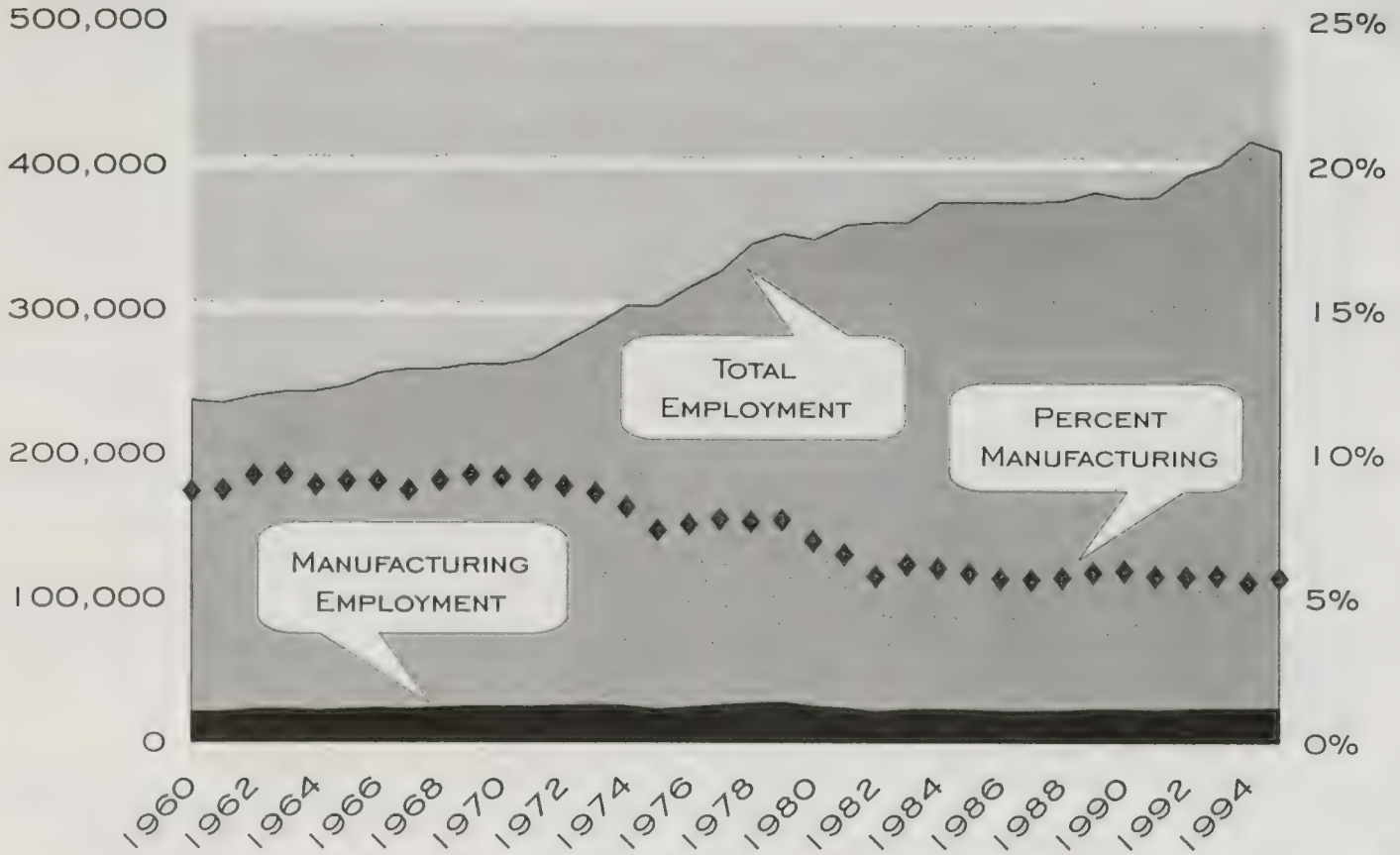
- General Building Contractors
- Heavy Construction
- Special Trade Contractors

Construction employment increases since 1990 are largely fueled by population growth.

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Manufacturing Employment

1960 - 1995 Annual Averages



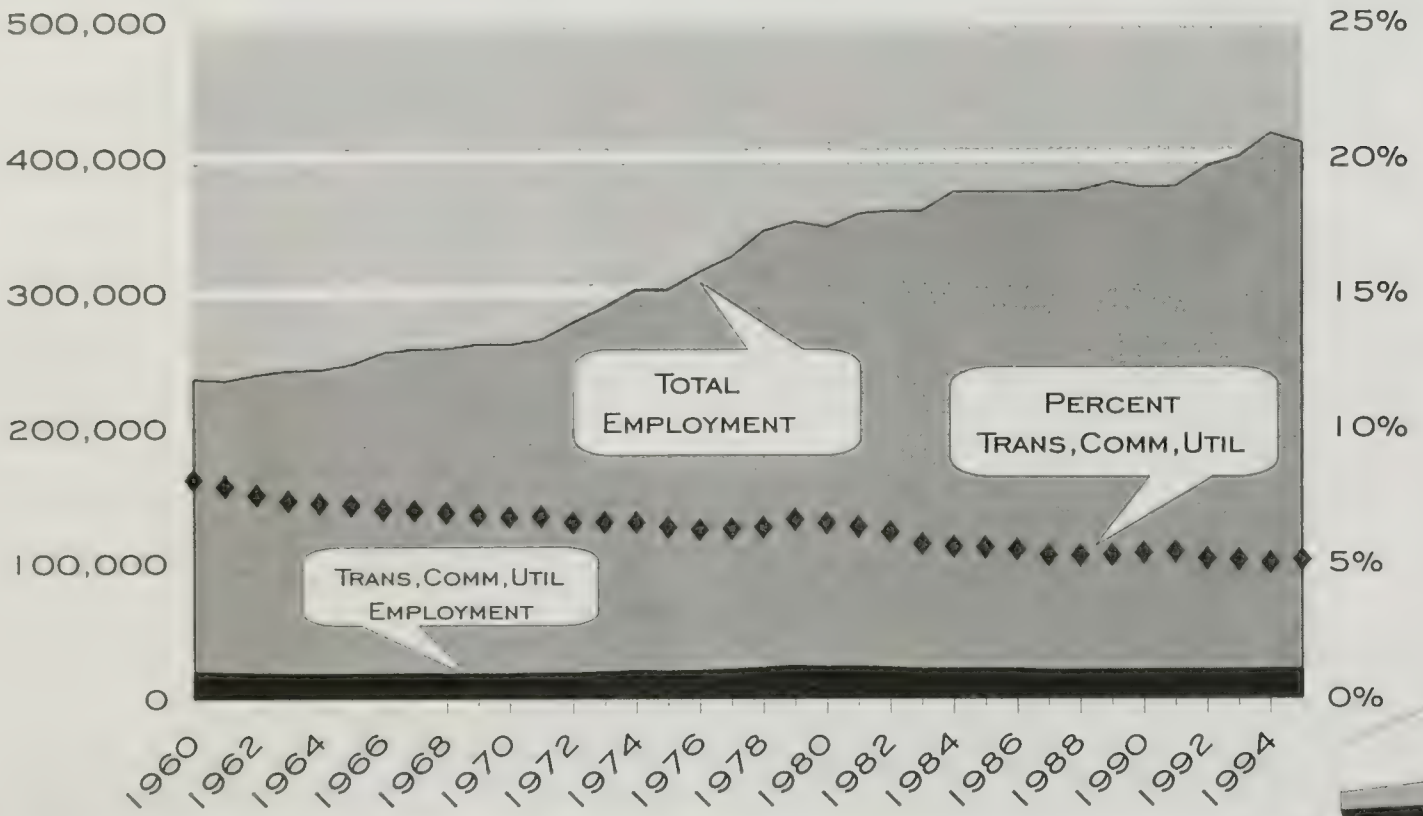
- Durable Goods Production - includes Lumber & Wood Products and Equipment Industries
- Nondurable Goods Production - includes Food & Kindred Products and Printing & Publishing

Sporting goods mfg, industrial machinery and printing/publishing have increased in importance over time

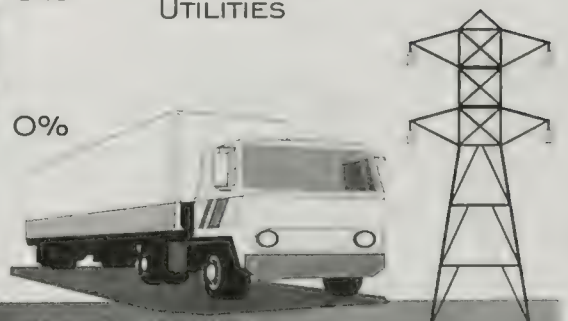
Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Transportation, Communications and Public Utilities Employment

1960 - 1995 Annual Averages



- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

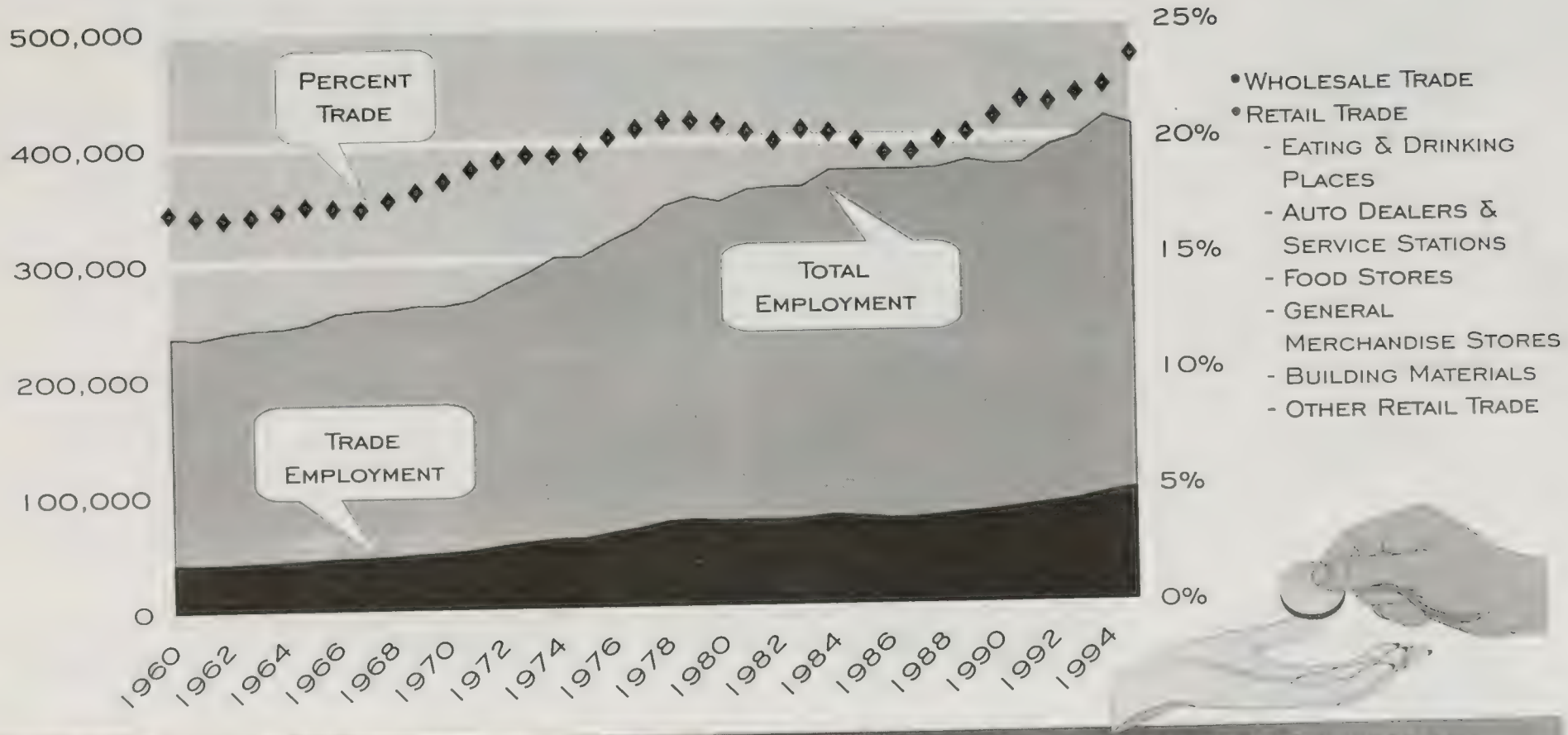


Average wage and salary jobs in railroads, communications and public utilities are high wage

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Trade Employment

1960 - 1995 Annual Averages



After slow growth in the 1980s, retail trade growth in the '90s is strong due to population increase

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Finance, Insurance & Real Estate Employment

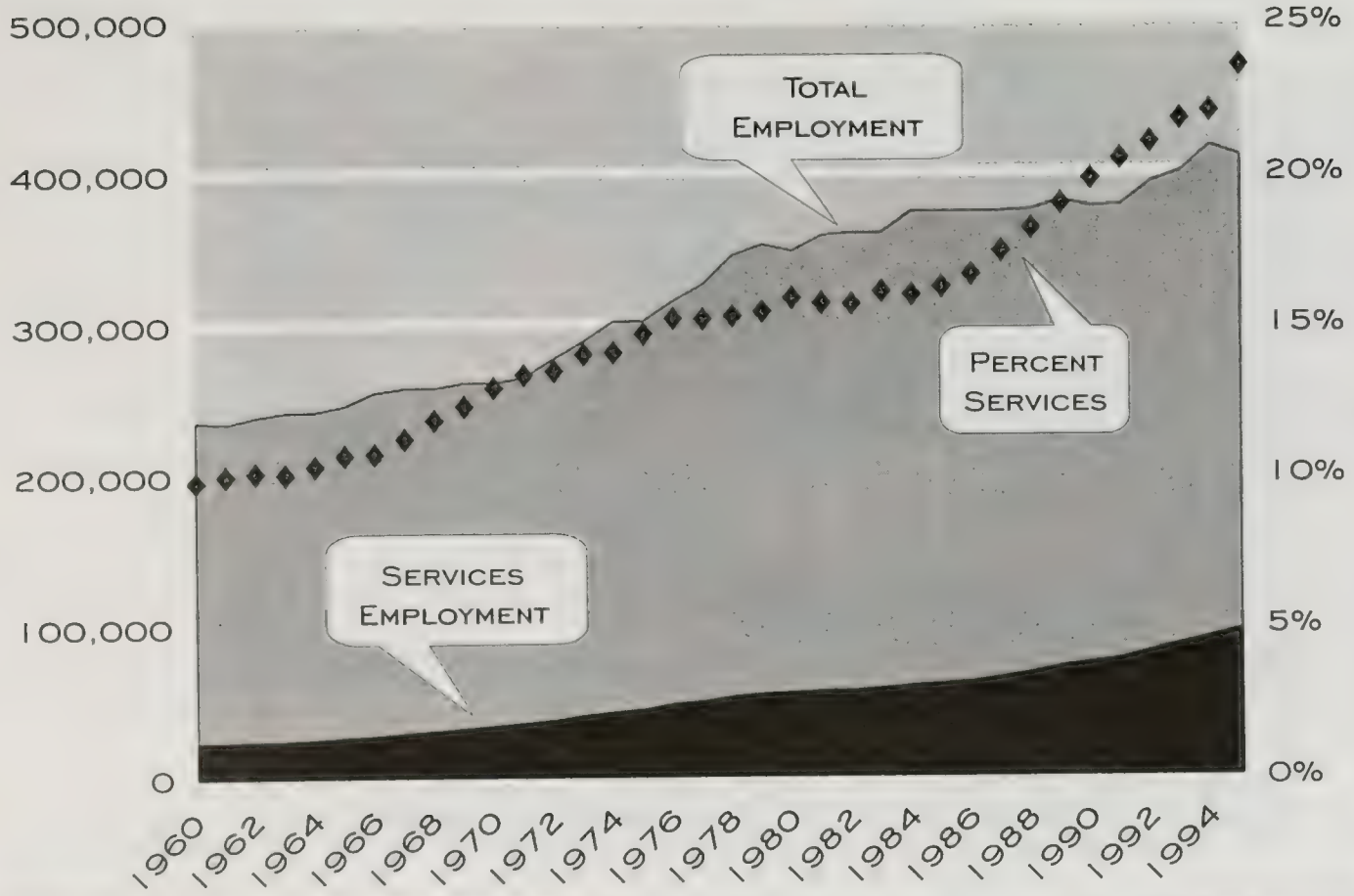
1960 - 1995 Annual Averages

Credit agencies, security & commodity brokers, insurance carriers and holding & investment offices are high [illegible] industries

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Services Employment

1960 - 1995 Annual Averages



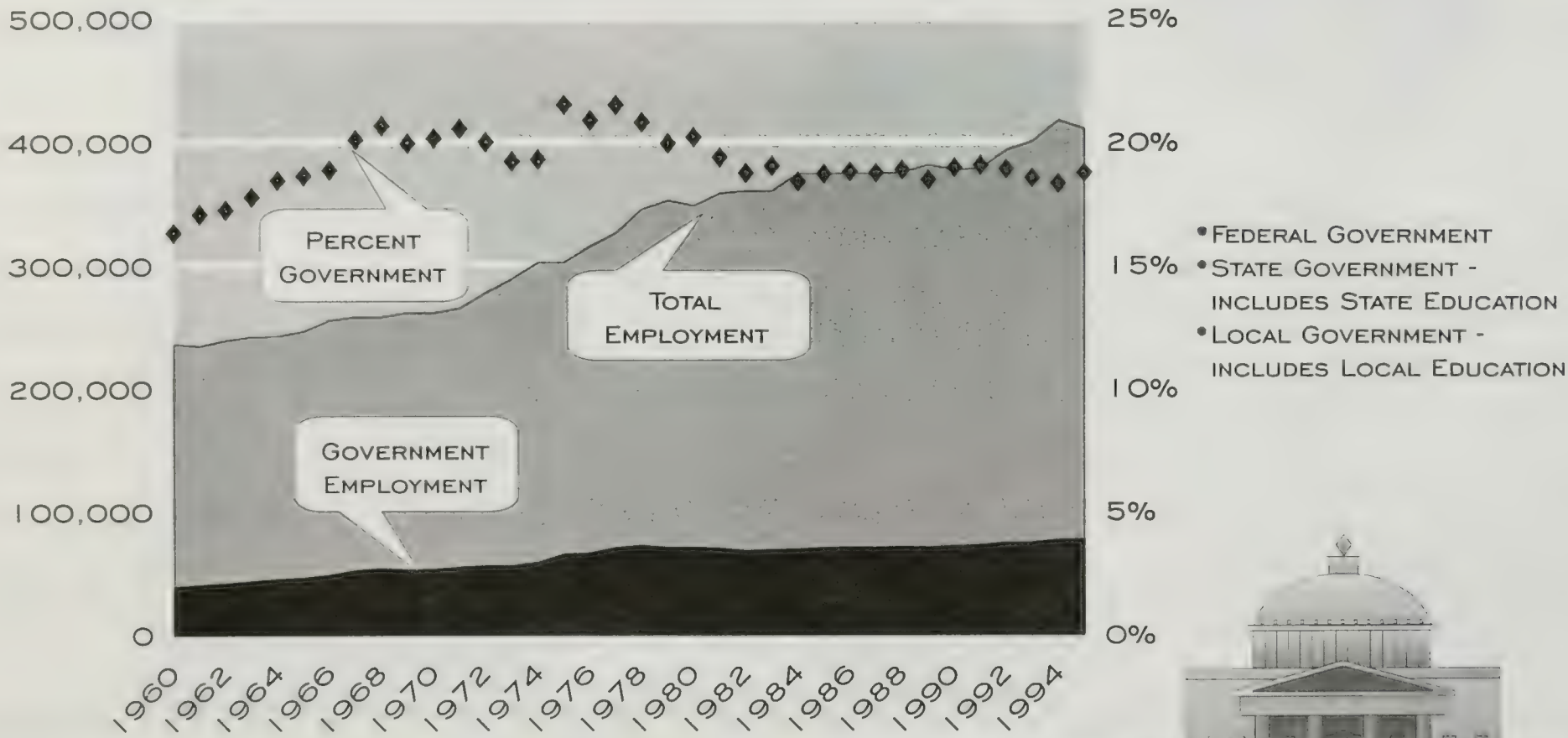
- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs
- Engineering & Management

This group of service sectors has grown both absolutely and relative to the total Montana economy

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Government Employment

1960 - 1995 Annual Averages

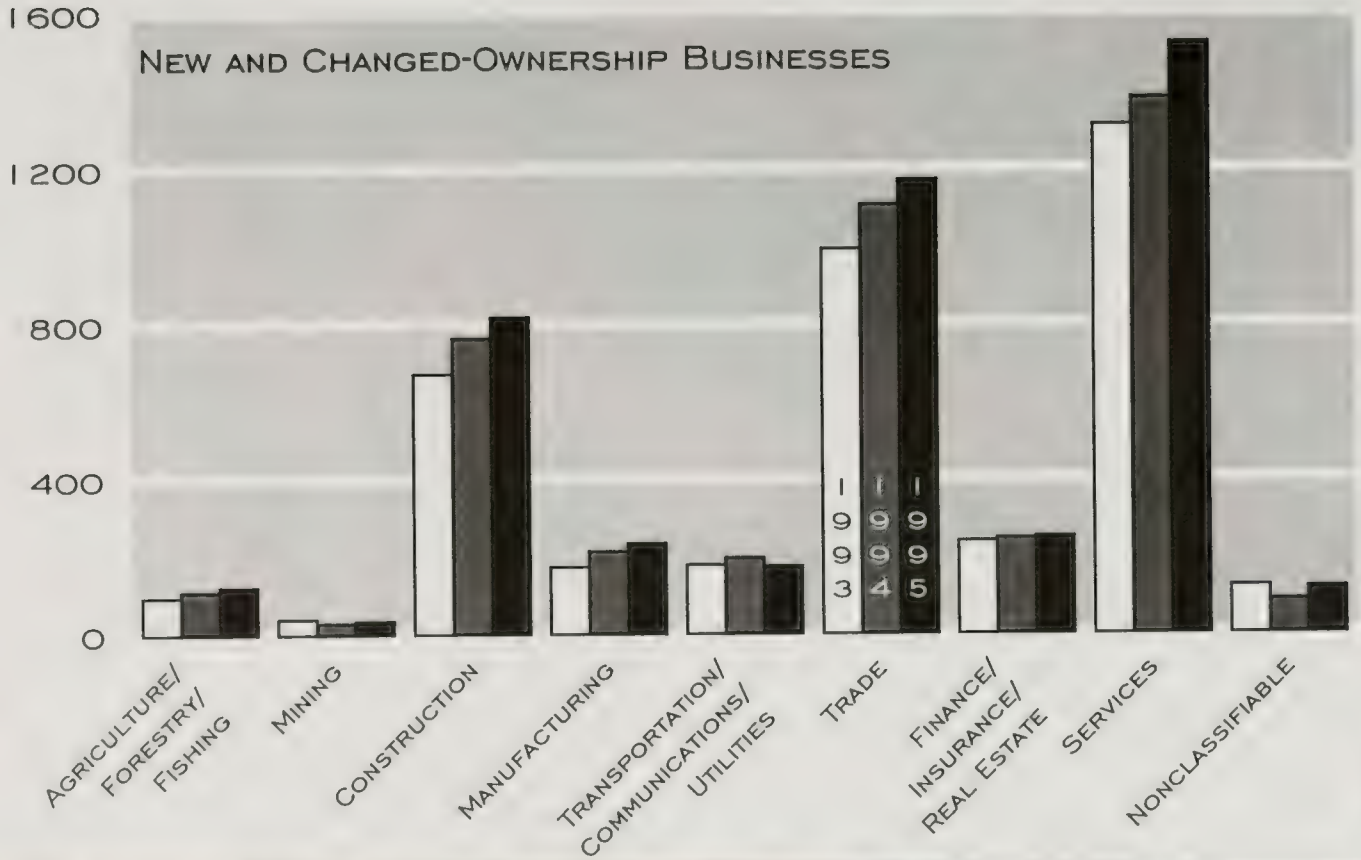


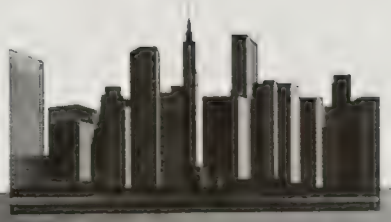
Government's share of total employment has generally declined since 1975.

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

New Business Establishments

Montana 1993 - 1995





Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

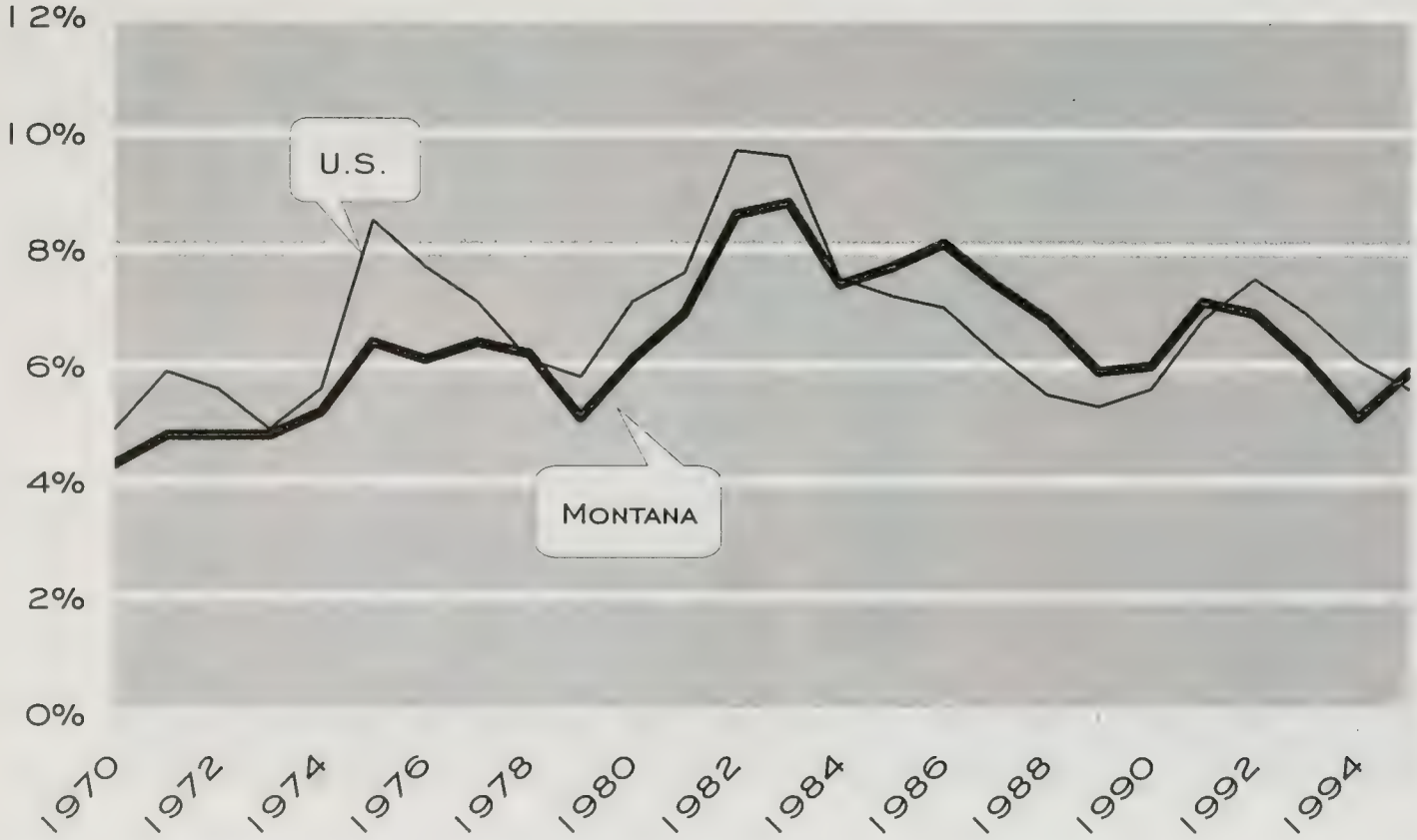
Data from Montana Unemployment Insurance Program
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Profile of the Montana Worker

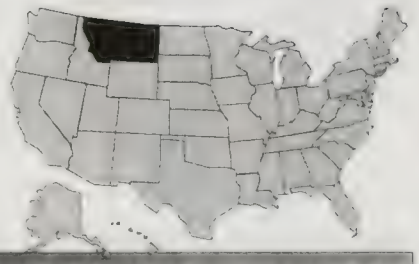
Problems We Face . . .

Annual Average Unemployment Rate

Montana and U.S.



Year	Montana	U.S.
1970	4.3%	4.9%
1980	6.1%	7.1%
1990	6.0%	5.6%
1995	5.9%	5.6%



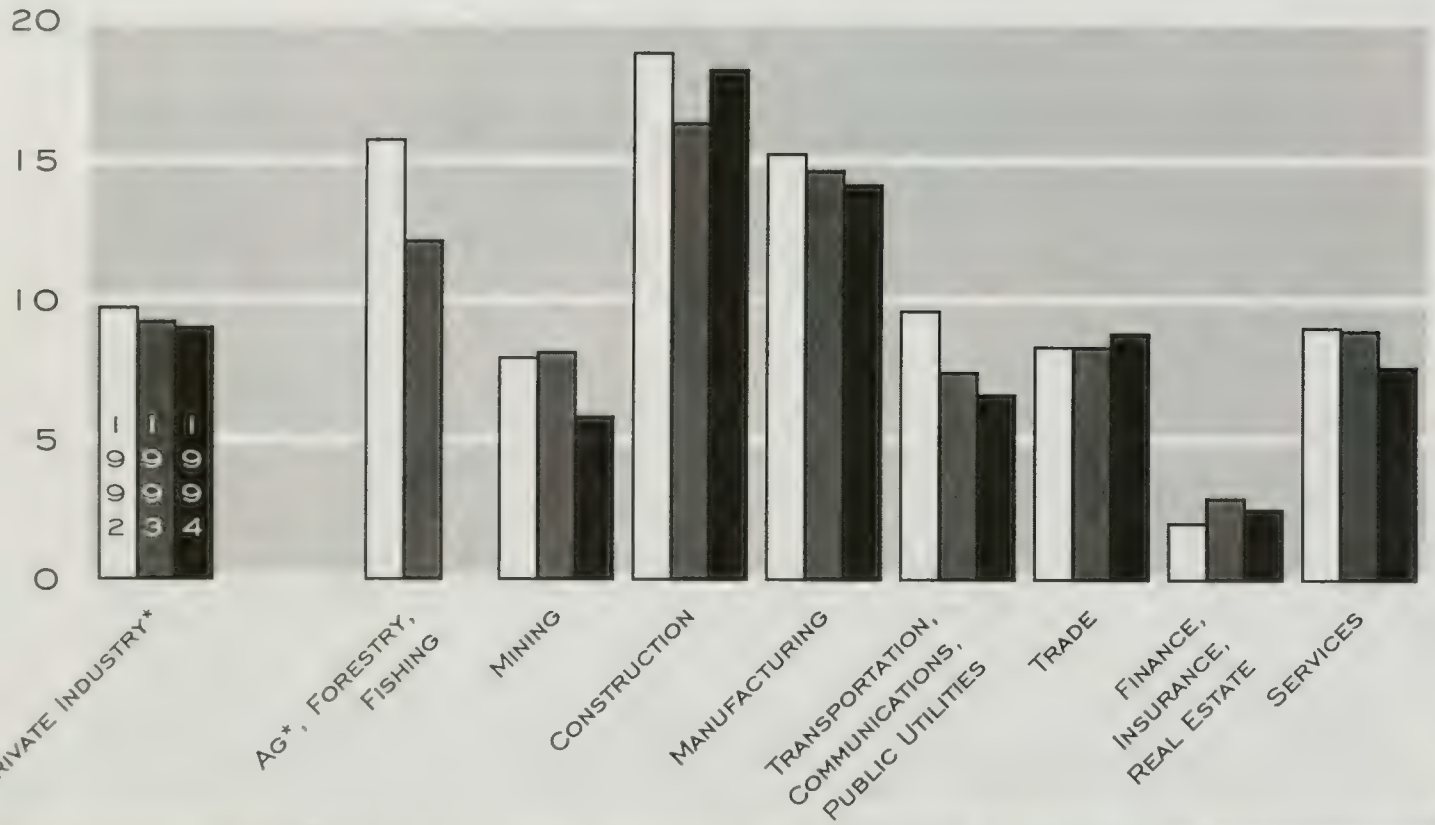
Montana's unemployment rate has generally been below the nation's, except the period 1985-1991 and 1995

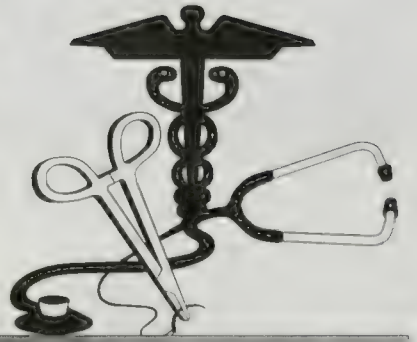
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1992 - 1994†





During 1994, an estimated 18,900 occupational injuries and illnesses occurred in Montana

* Excludes farms with fewer than 11 employees -- Ag, Forestry and Fishing data not available for 1994

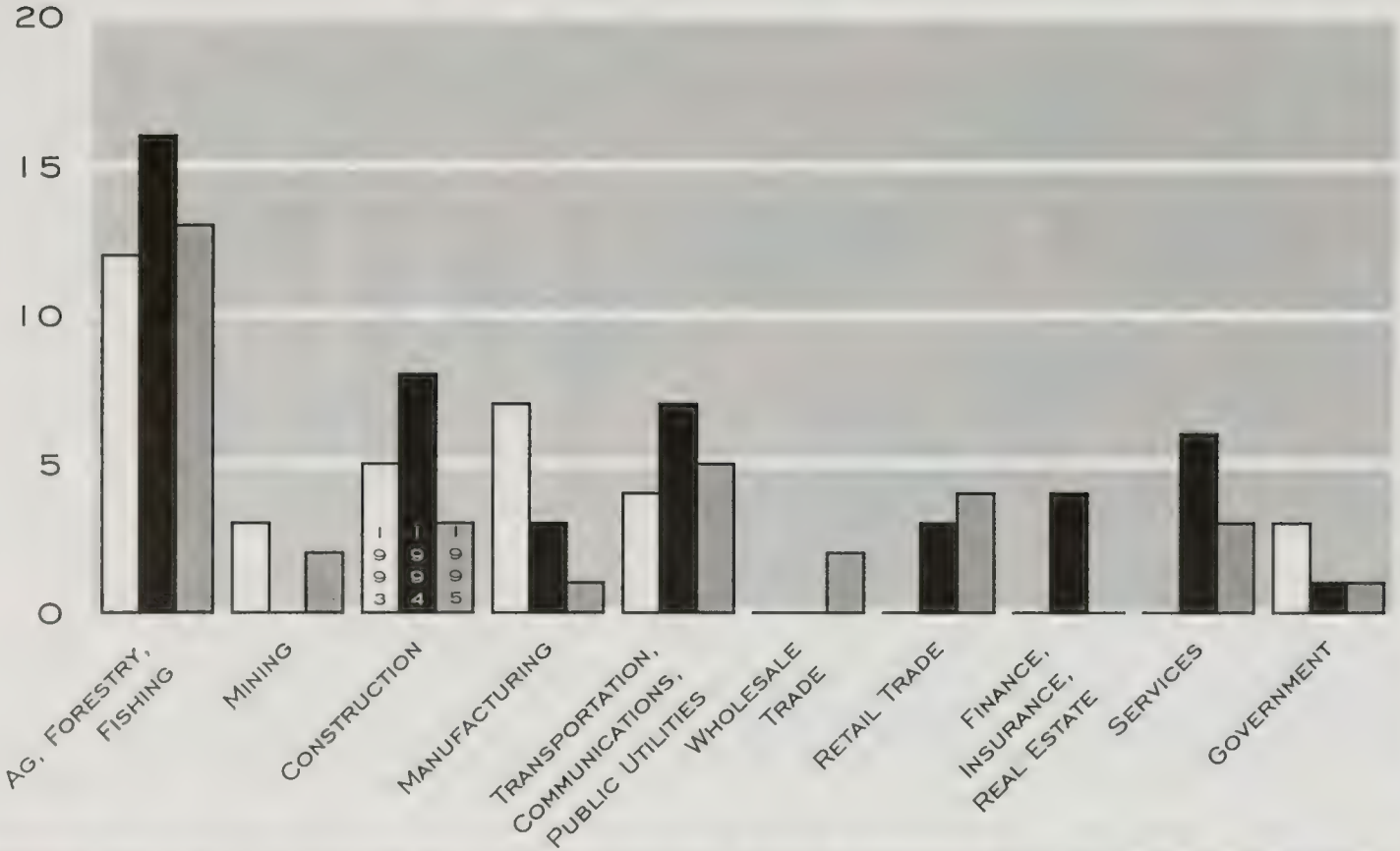
† Excludes fatal work-related injuries and illnesses.

Data from OSH program

Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Fatal Occupational Injuries

Montana 1993 - 1995



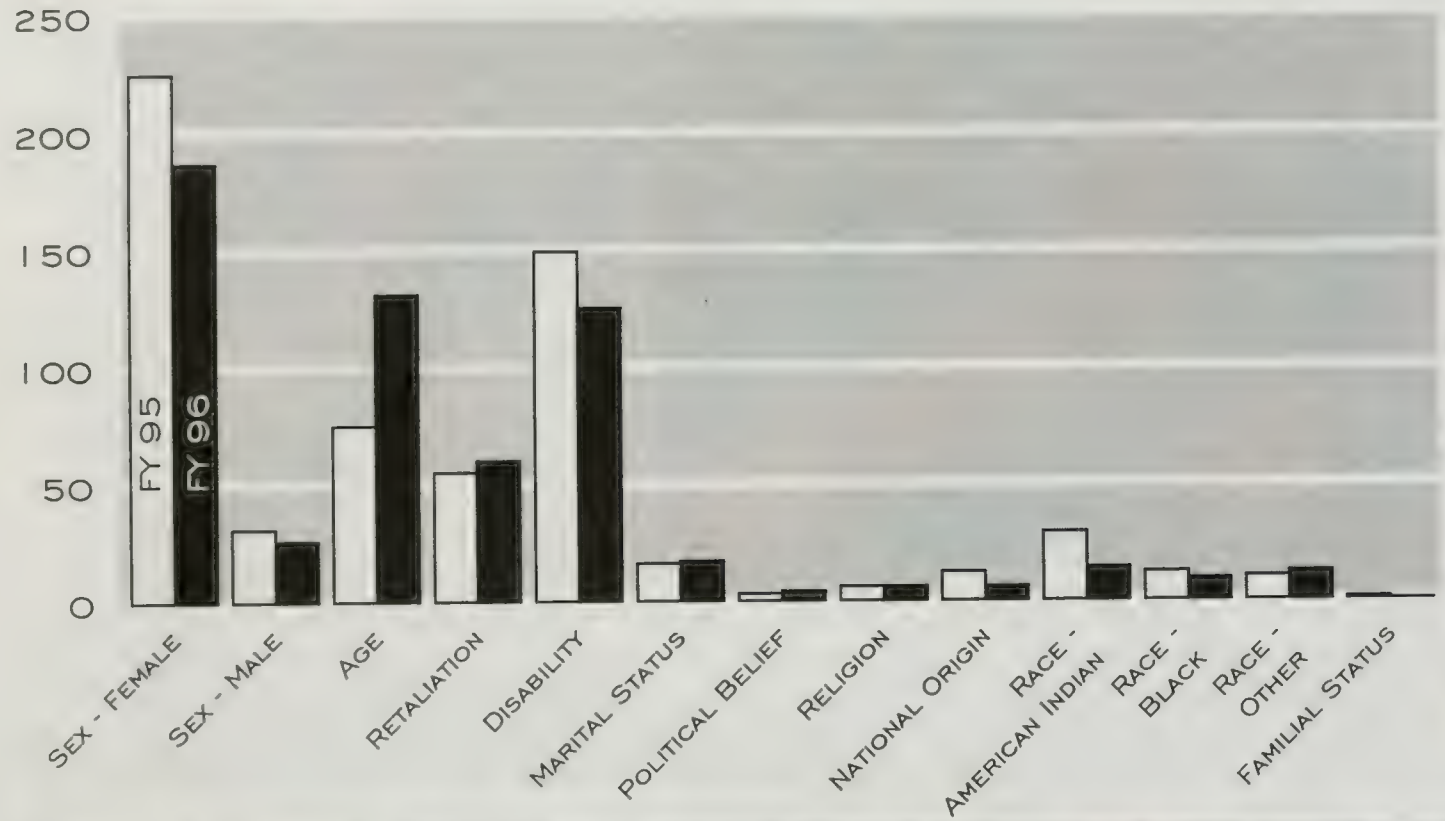
Montana's fatal occupational injuries decreased 29% between 1994 and 1995.

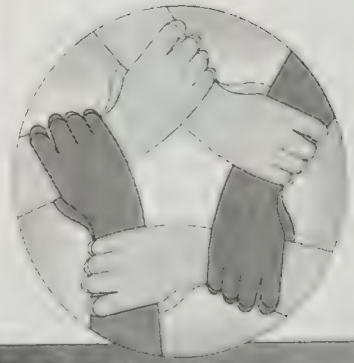
Data from CFOI program
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Employment Discrimination Allegations

Filed with the Montana Human Rights Commission

*Fiscal Years 1995 and 1996**





The number of alleged employment discrimination cases decreased 16% between FY1995 & FY1996

*Fiscal Year = July through June

Data from Montana Human Rights Commission
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

DEFINITIONS AND PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all work-related fatalities, including both injuries and occupational illnesses.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national census every ten years. In 1990, every person and housing unit in the United States was asked certain basic demographic and housing questions (for example, race, age, marital status, housing value, or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures that would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides employment and earnings data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A ***work site*** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for nonfarm wage and salary workers. (***Nonfarm wage-and-salary workers*** are employees who are production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, and construction workers in construction industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component , to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES program. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to non-farm wage and salary workers. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is a periodic mail survey (conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation. The Research & Analysis Bureau uses these data to develop occupational projections for nonfarm, wage-and-salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage-and-salary disbursements (payrolls), other labor income (for example, employer contribution for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted, in cooperation with the U.S. Department of Labor, to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

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